



## State of the sector 2012

Statistical bulletin

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### Accessibility

Copies of this document are available in alternative formats upon request.

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## About the State of the sector 2012 statistical bulletin

The *State of the sector (SOTS) 2012 statistical bulletin* provides a range of data on individual agencies for 2011/12, as well as for previous years where available. The information has largely been provided by public sector agencies and authorities to the Public Sector Commission for compliance and other whole of government reporting purposes. Data sources include the:

- Human resource minimum obligatory information requirements (HRMOIR)
- Annual agency survey (AAS) of chief executive officers
- Employee perception survey program
- Annual website governance framework reporting.

The data sets are described within section 1 of the *SOTS statistical bulletin – Monitoring and evaluation framework*. Information and data presented in Section 2 shows how the composition of the Western Australian (WA) public sector workforce has changed over time. This provides an opportunity for agencies to assess how these changes may be impacting on capability requirements, human resource (HR) policies and the administration and management of the WA public sector.

Data presented in Sections 2 and 3 provide detailed information on how agencies are responding to the changing needs of the sector, as well as information on their employees' views on how well this is being managed.

The *SOTS 2012 statistical bulletin* is an information resource and is not intended to be a performance report. The workforce profile data and information about the maturity of various agency systems should be considered in the context of the risk profile for the agency, the size of the

agency as well as other factors including recent structural and machinery of government changes, changes in leadership and other business imperatives that may, by necessity, be given a higher priority than revision or enhancement of administration and management systems. It is also recognised that training participation rates for key programs in 2012 may simply reflect different priorities and that related training has been conducted in recent years and not reported for 2012.

Users of the information should also note that the choice of strategies adopted by agencies should be fit for purpose and relevant to the nature of the business. It is not a case of the more strategies the better. The optimal use of different strategies and approaches will depend on the structure of an agency, the extent to which administrative responsibilities are devolved in the agency, the location of the workforce as well as known capability and knowledge gaps in the workforce.

The Commission uses information presented in the *SOTS 2012 statistical bulletin* in developing and implementing its oversight, assistance and capability programs. Agencies are encouraged to critically compare their own profile and the maturity of different administration systems against other agencies that may have a similar profile, business purpose or comparable risk profile.

For assistance with interpreting data within the *SOTS 2012 statistical bulletin* or within the main *SOTS 2012* report please contact the Performance and Oversight directorate on (08) 6552 8500 or [admin@psc.wa.gov.au](mailto:admin@psc.wa.gov.au).



# Section 1 Monitoring and evaluation framework

This section outlines the approaches and activities used by the Commission to monitor and evaluate compliance with relevant sections of the *Public Sector Management Act 1994* (the PSM Act) and the *Public Interest Disclosure Act 2003* (PID Act) as well as Commissioner's instructions. It includes a broad outline of the monitoring and evaluation framework as well as detailed descriptions of the individual components of the framework used to evaluate compliance. It concludes with a brief description of the response rates for each of the surveys used.

## Monitoring and evaluation framework

The Commission uses a multi-faceted approach to monitor and evaluate compliance and to assess the state of administration and management in the WA public sector. This framework is outlined in Table 1. Full details of each component are provided in this section.

Over the last few years, the Commission has refined its monitoring and evaluation framework for the public sector so that data from several different sources can be more easily linked to obtain a clearer overview of how the sector is performing. This work has included:

- reviewing the two main survey programs—AAS and EPS—so they are more representative and closely aligned. This has included the development of new questions that align to state of the sector reporting themes proposed for future years
- further developing and implementing thematic audits and reviews as additional methods for monitoring and evaluating compliance

- evaluating the quality of reporting on public sector administration and management performance through reviewing agency annual reports against the Commission's accountability matrix
- an examination of CEO performance agreements in the context of monitoring categories of activities for different sector-wide initiatives.

**Table 1 The Commission's monitoring and evaluation framework components and the period of time they have been used.**

Monitoring and Evaluation Framework components	Period in use
Compliance inquiries (breach of standards claims and general inquiries)	17 years
Human resource minimum obligatory information requirement (HRMOIR)	19 years
Annual agency survey (AAS) (includes the PID officers annual survey)	5 years (prior to 2007/08 information was collected using three different surveys)
Employee perception survey (EPS)	17 years (reviewed four times)
Thematic audits and reviews	17 years
Governance framework	5 years (commenced in 2007/08)
Annual board and committee survey (ABCS)	1 year (commenced in 2012)

## Monitoring, evaluation and reporting under the PSM Act

This report supports the requirement on the Public Sector Commissioner under section 22D(1) of the PSM Act for the Commissioner to report annually to each House of Parliament. This document is not the main report but provides more detailed information reported, in aggregate, in the main SOTS report.

Further information on the background and purpose of the PSM Act relevant to this document is discussed in the *SOTS 2012* report.

## What we monitor and evaluate

As part of his functions under section 21 of the PSM Act, the Commissioner is required to monitor compliance with the general principles of human resource management and of conduct, as well as public sector standards and ethical codes contained in Commissioner's instructions.

## Who we monitor and evaluate

The jurisdiction of the Commissioner's monitoring and reporting role applies to all public sector bodies, which includes:

- public sector agencies
- SES agencies
- non-SES agencies established for a public purpose by law (including public boards and committees)
- ministerial offices.

The Commissioner's jurisdiction under the PSM Act does not include employees in government entities outside the public sector, such as:

- entities listed in Schedule 1 of the PSM Act (e.g. universities, courts and tribunals)
- Commonwealth Government departments and agencies
- local government authorities

- sworn officers of the Western Australia Police
- ministers of the Crown and/or parliamentary or electorate staff
- corporatised government trading enterprises (e.g. Water Corporation and Western Power).

Some authorities listed above have accountability requirements within their own legislation which involve oversight by the Commissioner and respond to the AAS where these areas are covered.

The Commissioner's jurisdiction under the PID Act is different to his role under the PSM Act. This is explained later in this section.

## Monitoring and evaluation methods

The Commission uses the following methods to monitor and evaluate compliance and non-compliance with the relevant parts of the PSM Act and the PID Act.

## Breach of standard claims

The Public Sector Management (Breaches of Public Sector Standards) Regulations 2005 (the Regulations) provide for persons to lodge claims where they believe that a public sector standard has been breached, and they have been adversely affected by that breach. The Regulations were amended in 2011 to facilitate the amendments made to the Standards and the release of the ***Commissioner's Instruction No. 2 – Filling a Public Sector Vacancy***. Where breaches are determined, the Commissioner recommends the appropriate relief to be provided to the person by the respective agency. In a more general sense, analysis of claim activity provides insight into key compliance trends and areas where more detailed assistance may be required. For example, where appropriate, the Commissioner may direct practice improvement requirements on issues identified as placing the agency at risk of non-compliance with the standards.

## Matters of referral

In 2011/12, 105 matters of referral (MORs) were submitted to the Commission. These matters include requests for advice, complaints about poor management or governance and specific allegations of wrongdoing. They also include breach of standard matters that are not actual breach claims. These matters are assessed and may be examined or referred to employing agencies or other appropriate bodies. All issues raised are analysed to determine recurring themes or areas of particular importance or risk.

## Data limitations

The types of matters listed above assist to inform the Commissioner about compliance and performance risks. However, it is recognised that the number and nature of specific matters referred to the Commission does not, in isolation, constitute a valid measure of an agency's performance or extent of compliance. Factors to be considered in the interpretation of breach and MOR data include:

- Agencies that actively promote the compliance reporting process through staff education and awareness programs may have a higher incidence of reporting.
- Agencies with very effective internal grievance, breach and complaints resolution processes are less likely to have matters escalate to the Commission.

## Human resource minimum obligatory information requirement (HRMOIR)

The HRMOIR process was developed in 1993 to ensure that government has access to information required for the strategic management of the Western Australian State Government workforce. On a quarterly basis, the Commission collects and reports HRMOIR workforce data. The HRMOIR data is collected through the Workforce Analysis and Collection Application (WACA). The HRMOIR process aims to provide high quality data for agency and whole-of-government workforce monitoring, analysis,

planning and reporting purposes. Data is based on definitions issued by the Commission. Agencies are required to adopt these definitions to ensure that a consistent methodology is applied across all participating agencies. A range of resources and data quality information for HRMOIR is available from the Commission's website.

The *SOTS 2012 statistical bulletin* lists key demographic statistics for each agency collected through the HRMOIR process.

## Annual agency survey (AAS)

The AAS is conducted each year by the Commission to request information from public sector agencies about a range of activities. Information obtained through the survey also informs the Commissioner in preparation of the report required annually under section 22D of the PSM Act.

Pursuant to section 31 of the PSM Act, agencies are required to report on the extent of their compliance with public sector standards, codes of ethics, and any relevant code of conduct. The AAS is designed to assist agencies to meet this requirement.

This method of monitoring, evaluation and reporting has been significantly expanded over a five year period, through the development and implementation of the AAS, which is directed at chief executive officers. The AAS streamlines several reporting requirements and provides a planning and diagnostic tool for agencies.

This is the fifth year that this comprehensive reporting approach has been implemented. The approach has evolved over this time, particularly in response to changes in the PSM Act through the **Public Sector Reform Act 2010**. The results of the AAS are used to generate sector-wide and agency-based measures of conformance with public sector standards, codes of ethics and codes of conduct, equal employment opportunity legislation, the PID Act and agency administration and management.



## Data limitations

The AAS has evolved considerably over the past five years. This year will be the third year that data has been collected in relation to agency administration and management and therefore, trend comparisons will be limited to three years for most questions. Trends over the last five years are reported where data is available.

## Survey response rate

For 2011/12, 101 public sector agencies and statutory authorities covered by the PSM Act were requested to complete the AAS. There was a 100% response to this request. In some cases specific questions were not responded to, but this is unusual.

In addition, 19 Schedule 1 PSM Act entities were requested to complete the AAS, however only some sections were mandatory. This resulted in varied response rates for non-mandatory questions.

Refer to appendix B for a list of agencies required to report under the PSM Act, the PID Act and the *Equal Opportunity Act 1984* (the EO Act).

## Interpreting the survey results

Within this report, the overall results for the public sector are presented for most questions. Differences in the results between very small, small, medium or large agencies and authorities may be presented in a separate chart as well as in the descriptive summary. Agency size is based on the following categories:

- agencies with 20 or fewer employees (very small)
- agencies with between 21 and 200 employees (small)
- agencies with between 201 and 1000 employees (medium)
- agencies with greater than 1000 employees (large).

## Maturity ratings

Sections of the *SOTS 2012 statistical bulletin* provide information on maturity ratings for various aspects of public administration and management.

There are six maturity levels which agencies use to rate their performance. They are:

- 0 = **Non-existent** - Nothing has been done and the need is not recognised
- 1 = **Recognised** - Need is recognised and the work is just starting
- 2 = **Initial** - Some measures have been taken but not comprehensive and not officially endorsed
- 3 = **Defined** - Measures have been defined and endorsed, implementation is often dependent on individual managers and no monitoring is taking place
- 4 = **Managed** - Implementation has become systematic and most people are aware of measures, but regular review of systems is low
- 5 = **Integrated** - Systems and processes are systematically implemented and reviewed regularly in accordance with needs of the organisation. Staff confidence in systems is high. Review of systems and processes sometimes involves external experts.

Maturity levels 1 through to 5 are defined in detail for each governance area within a supporting 'maturity rubric' detailed on the Commission's website.

## Reporting period

The reporting period for the AAS is the financial year, i.e. 2011/12. Maturity ratings indicate maturity of systems at a point in time and are therefore referred to by the calendar year, i.e. 2012.

## Independent review

In section 3, agency self-assessments for financial management, records management and risk management have also been considered by central government departments that are responsible for oversight and/or assisting and assessing the status of agency planning, monitoring and reporting in the respective subject areas. This has included the Office of the Auditor General, RiskCover and the State Records Office.

## Employee perception survey (EPS)

The EPS is used as an evaluation tool within the Commission's strategic monitoring and evaluation framework to assess whether strategies implemented by agencies are effective in informing their staff about the principles and standards. This information is also critical in identifying areas of concern and acknowledging areas for improvement.

The EPS this year has also undergone some structural changes. One modification involves the re-wording, re-categorisation, addition and replacement of various questions. Questions associated with workplace collaboration were added into the EPS to provide comparative data for next year's 'state of the sector' report. Another change concerns the response scales, with the inclusion of extra items to limit the number of 'Neither agree nor disagree' responses and 'Don't know or doesn't apply' responses. To accommodate this, the previous five-point rating scale was changed to a seven-point rating scale allowing for 'more' choice in levels of agreement potentially avoiding 'Neutral' or 'Undecided' selections.

Several questions in the EPS are also included within equivalent surveys in other Australian jurisdictions. Where inter-jurisdictional comparative data is available, it has been quoted following the results for that question.

These benchmarking questions has been developed by the Australian Public Service Commission's (APSC) Working Group on Survey Design and Analysis to enable comparison of performance in core human resource management areas between jurisdictions. Care needs to be taken when making comparisons due to the differences in response

scales (e.g. size and make-up of the Likert scale). Question wording may also vary slightly between jurisdictions.

The sources of the jurisdictional comparison data are:

- Australian Public Service Commission: ***State of the Service Employee Census 2012***
- Office of the State Service Commissioner, Tasmania: ***Tasmanian State Service Employee Survey 2010: Survey Report***
- State Services Authority, Victoria: ***People Matter Survey 2011: Main Findings Report***
- Commissioner for Public Employment, South Australia: ***Workplace Perspectives Survey Report 2006***
- Officer of the Commissioner for NT Employment: ***Northern Territory Public Sector Employee Survey Report 2011***
- Public Sector Commission, Western Australia: ***State of the sector 2012 – statistical bulletin***

## Data limitations

The EPS process has its limitations, as those agencies selected for the survey (approximately 20 agencies) in any given year are not necessarily representative of the whole public sector. In addition, on average, only a third of employees surveyed respond. This compares to a 100% response from the AAS which suggests that any comparison of views between the two surveys is indicative and not conclusive. The Commission has made an attempt to overcome this shortcoming in 2011/12 through selecting a wider representative sample of agencies of all sizes.

## Monitoring, evaluation and reporting under the PID Act

The background and purpose of the PID Act is discussed the *SOTS 2012 main report*. This section outlines the responsibilities of the Commissioner under the PID Act. Under section 22(1) of the PID Act, the Commissioner is to report annually to parliament on:

- the performance of the Commissioner's obligations under the PID Act
- compliance or non-compliance with the PID Act
- compliance or non-compliance with the code established under section 20 of the PID Act (PID code of conduct and integrity).

The role of the Commissioner under the PID Act is to:

- establish a code setting out the minimum standards of conduct and integrity to be complied with by proper authorities
- prepare guidelines on internal procedures relating to the functions of a proper authority under the PID Act
- ensure that all public authorities have copies of the Public Interest Disclosure Guidelines (PID Guidelines)
- monitor compliance with the PID Act and PID Code of Conduct and Integrity; and
- assist public authorities and public officers to comply with the PID Act, and the PID Code of Conduct and Integrity.

The Commissioner is also the 'proper authority' for receiving disclosures of public interest information that relate to a public officer (other than a member of parliament, a minister of the Crown, a judicial officer, or an officer referred to in Schedule 1 of the *Parliamentary Commissioner Act 1971*).

## PID code and guidelines

The *Public interest disclosure code of conduct and integrity* (the PID code) commenced on 1 July 2003 and is to be complied with by any person to whom a PID is made. No changes were made to the PID code during the reporting period.

The *Public interest disclosure – guidelines* on internal procedures relating to the functions of a 'proper authority' under the PID Act also commenced on 1 July 2003. Hard copies of the guidelines have previously been provided to public authorities, and an electronic version is available on the Commission's website. No changes were made to the guidelines during the reporting period.

In September 2012, the *Evidence and Public Interest Disclosure Legislation Amendment Act 2012* was passed by parliament. The aim of the reviewed PID Act is to provide stronger protections for people making PIDs. The amending Act had not commenced operation at the date of this report.



## Why we monitor and evaluate

The Commissioner's role to monitor compliance with the PID Act and PID Code of Conduct and Integrity is required to achieve the key public policy objectives of building confidence in the processes under the PID Act, and in promoting integrity, openness and accountability in public authorities. Independent monitoring, evaluation and reporting by the Commissioner helps to build and maintain trust by enabling parliament and the public to examine compliance of public authorities with the PID Act and PID Code of Conduct and Integrity.

## Who we monitor and evaluate

The Commissioner's role to monitor, evaluate and report on compliance under the PID Act applies to public authorities as defined in the PID Act. The public authorities listed in the PID Act which are subject to the Commissioner's jurisdiction are different from, and more extensive than, the list of public sector bodies covered by the PSM Act. In 2012 the Commissioner sought formal responses from 120 public sector agencies, 360 state government boards and committees, as well as 140 local government authorities and four public universities (see 'Appendix B – List of agencies required to report under the PSM Act, PID Act and EO Act' for a full list of agencies). The Commission has taken a phased approach to monitoring boards and committees. This year all 360 boards and committees registered with the DPC were asked to self-report on the extent of compliance with the PID Act and the PID code.

## What is monitored and evaluated

Under the PID Act, there are a number of obligations that apply to the CEO of a public authority, and to proper authorities in dealing with disclosures. The CEO of a public authority is required to:

- designate a specified position within the authority to receive disclosures of public interest information
- provide any employee who has made an appropriate disclosure with protection from detrimental action or the threat of detrimental action

- ensure the public authority complies with the PID Act and the PID code
- prepare and publish internal procedures relating to the authority's obligations under the PID Act
- provide information annually to the Commissioner on:
  - the number of public interest disclosures received
  - the outcome and results of any investigations conducted, and any action taken.

Disclosures must be made to a proper authority (referred to as a PID officer). Proper authorities are required to:

- receive disclosures of public interest information
- comply with the PID code
- investigate appropriate disclosures of public interest information, or cause such matters to be investigated (except in certain circumstances)
- not reveal identifiable information about the discloser or the subject of the disclosure, unless in accordance with section 16 of the PID Act
- notify a discloser within three months of the disclosure being made of what action has been or is proposed to be taken in relation to the disclosure
- take action where the opinion is formed that a person may be, may have been, or may in the future be involved in improper conduct, to either prevent the matter from occurring in the future, refer the matter to a body having power to investigate a matter, or take disciplinary action or enable such disciplinary proceedings against the person responsible for the matter
- provide a final report to a discloser stating the outcome of the investigation and any action taken or proposed to be taken, and the reasons for doing so.

Certain exceptions apply to the Corruption and Crime Commission, Office of the Auditor General and the Ombudsman with respect to some of these obligations.

## How we monitor and evaluate PID compliance

The Commissioner uses a range of strategies to monitor compliance. These strategies are used both individually and in combination to enable an assessment as to the extent of compliance or non-compliance. The following information was sought by the Commissioner to monitor compliance with the PID Act for each authority in 2011/12:

- the designation of a PID officer
- the preparation and publication of internal PID procedures by each agency
- the number of PIDs received over the reporting period
- the results of any investigations conducted as a result of the disclosures
- the action, if any, taken as a result of each investigation
- allegations of non-compliance with the PID Act and the PID code
- monitoring of inquiries to the Commissioner
- monitoring reports to the Commissioner on PIDs received and action taken
- information obtained through the AAS
- information obtained through the EPS
- information obtained through the ABCS
- information obtained through the annual PID officers survey.

## Survey response rate for PID

For 2011/12, 624 public sector authorities were required to complete and return the annual PID officers survey under the PID Act. Refer to 'Appendix B – List of agencies required to report under the PSM Act, PID Act and EO Act' for a list of those authorities that are required to report under the PID Act. The response rates by public authority type are listed below. Of the 624 public sector agencies, authorities and boards or committees requested to complete the annual PID officers survey, the following complied with the requirement:

- 98% of public sector agencies and authorities (120 sent and 117 received)
- 100% of local government authorities (140 sent and 140 received)
- 100% of public universities (4 sent and 4 received)

## Boards and committees

This year a broader group of registered boards and committees was approached to complete the PID officers' survey. In addition, for the first time the ABCS, containing questions on board governance, was distributed to boards and committees. The ABCS questions were based on the principles of good corporate governance contained in ***Good governance for Western Australian public sector boards and committees***.

Completion of the survey in 2012 was encouraged but not mandated. Of the 360 surveys distributed, 156 completed responses were received. This report therefore provides information on only the 156 completed surveys returned by boards.



# Section 2 Public sector workforce profile

The WA public sector is a diverse and dynamic environment. The shape and profile of the workforce and the structures which comprise its 'machinery' are constantly changing and need to be considered in the context of this report.

This section of the report provides information about Western Australia's public sector workforce and structure as at 30 June 2012. The profile relies on 2011/12 workforce data provided to the Commission by public sector entities under the Human resource minimum obligatory information requirements (HRMOIR). Information about the number and nature of entities that make up the sector is maintained by the Commission.

Where relevant, workforce comparisons are made with WA workforce and population data obtained from the Australian Bureau of Statistics (ABS). The report includes workforce statistics relating to salary, gender, age, occupation, employment arrangements, region and tenure. This information is critical to understanding the workforce planning challenges facing the sector.

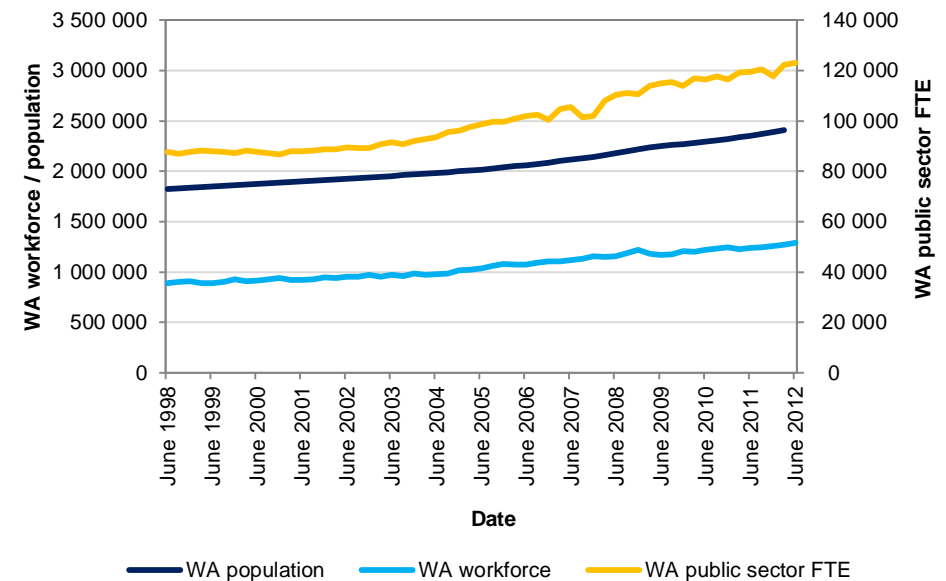
For data definitions, see the *HRMOIR data definitions* on the Commission's website.

## Full-time equivalents (FTE) and headcount

At the end of June 2012<sup>1</sup>, 156 892 employees representing 122 939 FTE were employed by the 125 public sector entities that report workforce data to the Commission<sup>2</sup>.

<sup>1</sup> Data is calculated as at the last pay period in June 2012.

Between June 1998 and June 2012, the number of FTE in the WA public sector increased by 40.3% compared with a 44.6% increase in the total WA workforce<sup>3</sup> and a 32.3% increase in the WA population<sup>4</sup> (Figure 1).



**Figure 1 Full-time equivalents in the WA public sector, WA workforce, and WA population, June 1998 to June 2012 (Source HRMOIR)**

<sup>2</sup> A number of Schedule 1 PSM Act entities provided only aggregated headcount and FTE figures. These figures have been included in the total WA public sector headcount and FTE, but cannot be further categorised.

<sup>3</sup> ABS 2012, 6291.0.55.001 – Labour force, Australia, detailed – electronic delivery, July 2012.

<sup>4</sup> ABS 2012, 3101.0 - Australian demographic statistics, March 2012.

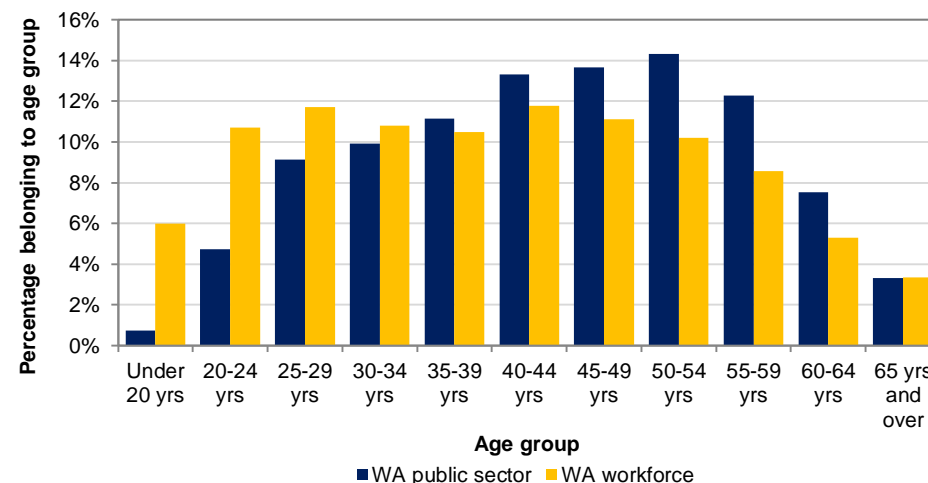
In accordance with the Premier's economic statement in February 2009 and Cabinet's decision in July 2009, general government entities are required to comply with an FTE ceiling. The public sector FTE ceiling for 2011/12 was 108 363. The 'average paid FTE' for entities required to comply with the FTE ceiling for June 2012 was 107 199 (i.e. 1164, or 1.1% below the 2011/12 FTE ceiling).

## Age profile

One of the issues facing the public sector is an ageing workforce, primarily attributable to the ageing of the 'baby-boomers' generation born between 1946 and 1964. There is a greater proportion of this age group in the public sector than is found in the private sector, evidenced by the differences in the median age for the two sectors. In June 2012, WA public sector employees had a median age of 45.4 years compared with the WA workforce median age of 40.1 years.

Figure 2 shows the age profile of the public sector and illustrates a concentration of WA public sector employees in the 35 to 59 years of age range (64.7%). Nearly a quarter (23.1%) of the WA public sector workforce is over 55 years of age, reflecting a significant number of employees who may leave the public sector in the next decade. The age profile for individual agencies can be found in Appendix A3.

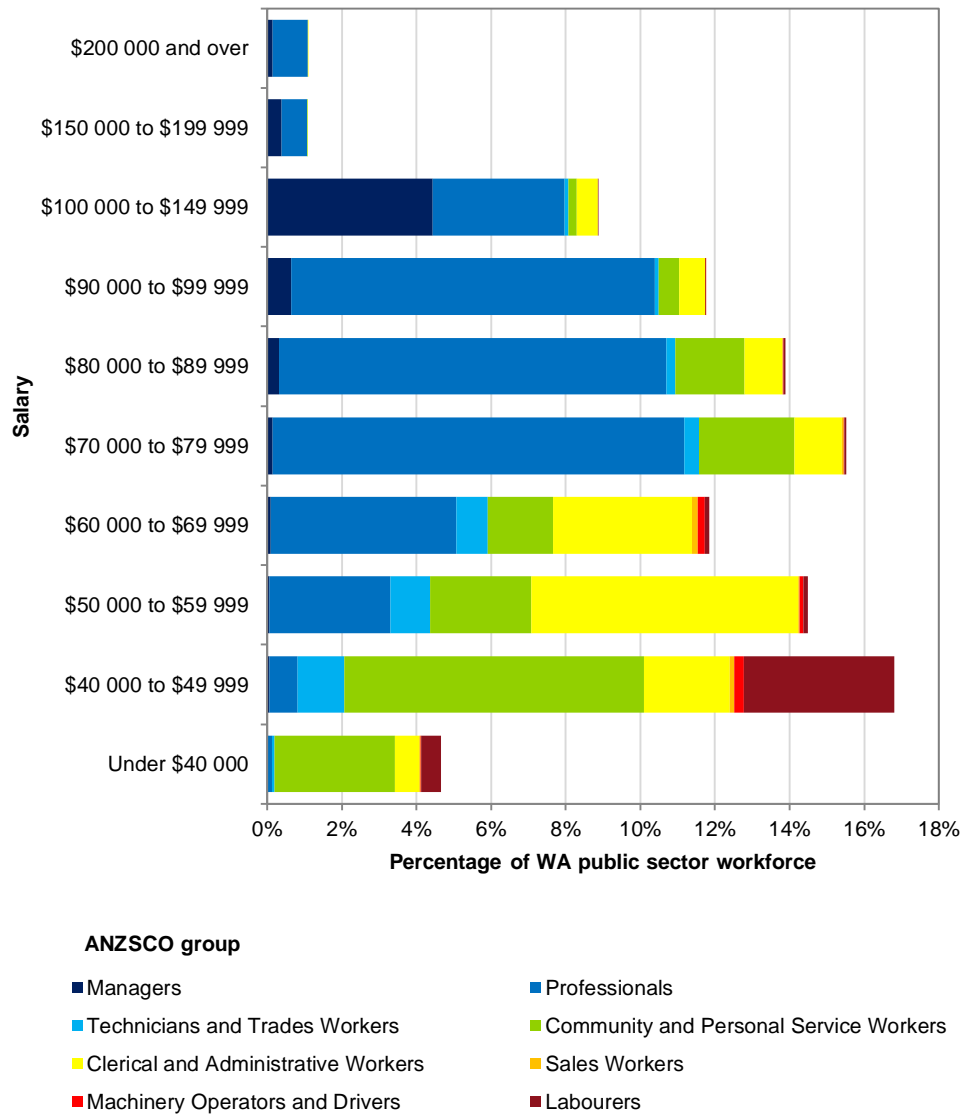
The workforce planning activities being undertaken within the public sector to address these issues are covered in the 'Workforce planning and leadership' section of the *SOTS 2012 main report*. The Commission continues to monitor the profile of the sector and advises on data collection and workforce planning matters.



**Figure 2 Age profile comparison of WA public sector employees with WA workforce**  
(Source HRMOIR and ABS)

## Salary profile

At the end of June 2012, the median salary of WA public sector employees was \$70 036. 'Salary' here is defined as an employee's equivalent annual base salary. For example, a part-time employee of 0.5 FTE with an equivalent annual base salary of \$100 000 will be reported as having a salary of \$100 000. Comparisons of the public sector's salary profile with other indicators must be made with caution due to differing methodologies. For example, statistics that are reported by the ABS are not comparable, as ABS report on 'average weekly earnings'. Figure 3 presents salary rates for the most common occupational categories in the public sector. The salary and occupational profile for individual public sector entities can be found in the Appendix A4 and A5 respectively.



**Figure 3 WA public sector salary profile and ANZSCO occupation categories by headcount (Source HRMOIR)**

## Occupations

Understanding changing occupational profiles in the workforce, in the public sector and in agencies is an important element of workforce planning and can assist to identify areas where job redesign may be necessary or opportune. Consulting services, information resources and information sharing forums managed by the Commission assist agencies to undertake this planning.

Since 2007, the WA public sector has collected occupation data based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO)<sup>5</sup>. ANZSCO is a skill-based classification of occupations, developed as the national standard for organising occupation-related information for purposes such as policy development and review, human resource management, and labour market and social research. The classification includes all jobs in the Australian workforce.

When compared with the WA workforce as a whole, the WA public sector workforce has a higher proportion of ‘Professionals’, ‘Community and Personal Service Workers’, and ‘Clerical and Administrative Workers’<sup>6</sup>. The profiles of the two workforces by ANZSCO defined ‘major occupational groups’ are set out in Table 2.

**Table 2 Distribution of WA public sector employees compared with the WA workforce by headcount in ANZSCO major groups, June 2012 (Source HRMOIR)**

ANZSCO major groups	WA public sector	WA workforce
Managers	6.3%	12.2%
Professionals	45.4%	20.2%
Technicians and Trades Workers	4.1%	17.3%
Community and Personal Service Workers	20.9%	9.3%

<sup>5</sup> Australian Bureau of Statistics 2009, 1220.0 – ANZSCO – Australian and New Zealand Standard Classification of Occupations, first edition, revision 1

<sup>6</sup> ABS 2012, 6291.0.55.003 - Labour force, Australia, detailed, quarterly, May 2012.



ANZSCO major groups	WA public sector	WA workforce
Clerical and Administrative Workers	17.4%	13.5%
Sales Workers	0.4%	8.4%
Machinery Operators and Drivers	0.6%	9.0%
Labourers	5.0%	10.1%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

Based on information provided by public sector entities, the 20 ANZSCO defined 'occupational groups' that have the highest levels of representation within the public sector are set out in Table 3. A more comprehensive list covering the ANZSCOs with at least 100 employees can be found in Appendix A6.

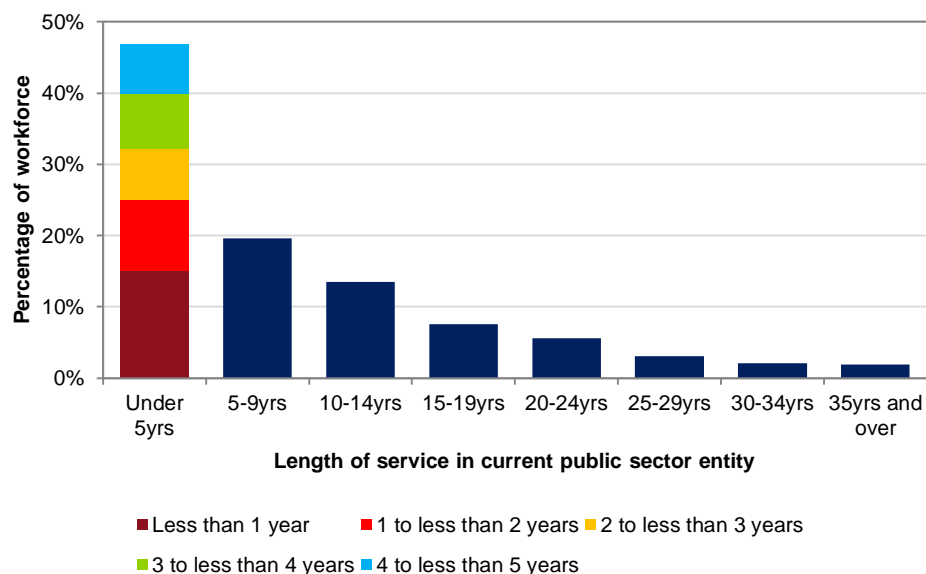
**Table 3 ANZSCO occupational groups with highest levels of representation in the WA public sector , June 2012 (Source HRMOIR)**

Occupations (ANZSCO Groups)	Head-count	FTE	Median Age (Years)	% below age 25	% age 25-44	% age 45 and over
Registered Nurses	13 311	10 384	42.7	6.1%	49.7%	44.3%
Primary School Teachers	12 381	8 718	44.5	4.6%	46.6%	48.8%
Education Aides	12 285	7 090	45.2	5.7%	43.5%	50.7%
Secondary School Teachers	8 434	6 408	45.5	3.7%	45.2%	51.1%
Police	5 762	5 550	39.6	8.2%	61.6%	30.1%
General Clerks	5 347	4 336	45.5	12.9%	35.9%	51.2%
Commercial Cleaners	4 486	2 363	50.2	3.9%	30.9%	65.3%
Other Clerical and Office Support Workers	3 905	2 334	46.4	8.0%	37.2%	54.9%
Vocational Education Teachers (Aus) / Polytechnic Teachers (NZ)	3 501	2 543	50.9	0.7%	31.0%	68.4%

Occupations (ANZSCO Groups)	Head-count	FTE	Median Age (Years)	% below age 25	% age 25-44	% age 45 and over
Nursing Support and Personal Care Workers	3 302	2 594	50.6	6.7%	27.9%	65.4%
Early Childhood (Pre-primary School) Teachers	2 919	1 961	41.6	6.0%	54.0%	40.0%
Generalist Medical Practitioners	2 815	2 432	32.5	4.4%	82.9%	12.7%
Contract, Program and Project Administrators	2 775	2 539	44.5	3.4%	47.9%	48.7%
School Principals	2 394	2 102	52.8	0.5%	27.8%	71.6%
Welfare Support Workers	2 349	1 947	47.6	4.3%	38.8%	56.8%
Prison Officers	2 194	2 073	48.7	0.5%	36.2%	63.3%
Office Managers	2 106	1 785	50.7	1.5%	29.9%	68.7%
Inquiry Clerks	1 738	1 435	42.5	14.7%	39.8%	45.5%
Other Information and Organisation Professionals	1 709	1 475	45.3	3.9%	45.3%	50.8%
Medical Technicians	1 666	1 346	41.9	9.5%	46.1%	44.4%

## Length of service

Figure 4 sets out the length of service of public sector employees in their current entity as at the end of June 2012, while Appendix A7 provides information about length of service for each public sector entity.



**Figure 4 Percentage of workforce by length of service (years in current entity) for WA public sector employees, June 2012 (Source HRMOIR)**

- 53.2% of the WA public sector workforce have worked in their current entity for at least five years, up from 52.8% in June 2011.
- 33.5% have worked in their current entity for ten or more years, down from 34.0% in June 2011.
- 15.1% of employees have been employed by their current entity for less than a year (14.6% in June 2011), and 25.0% for less than two years (24.0% in June 2011).

## Separations and commencements

In the WA public sector, each agency is an employing authority in its own right. The current state of workforce data does not allow the Commission to report accurately on movements around the sector. When an employee leaves an entity, either to work in another entity or to leave the public sector, both are reported as separations from the entity.

In 2011/12, 26 928 permanent and fixed-term employees separated from their entities<sup>7</sup>, an increase of 27.6% on the previous year (21 098). Resignations decreased by 0.5% from 8112 in 2010/11 to 8072 in 2011/12. Retirements increased by 0.5% from 1297 in 2010/11 to 1304 in 2011/12. Other employee movements may be due to movements between entities or cessation of contracts. Meanwhile, there were 21 000 permanent and fixed-term commencements, an increase of 11.1% on the previous year (18 906). Many of the separations and engagements may reflect a level of healthy mobility between public sector entities.

The separation rate for permanent and fixed-term employees has increased from 15.7% in 2008/09, 17.5% in 2009/10 and 14.4% in 2010/11 to 17.8% in 2011/12. However, for the reasons noted above, this figure is not truly reflective of the separation rate across the WA public sector so should be used with caution. To ensure better accuracy of separation data, the Commission is working on implementing a whole-of-sector employee identifier to provide capacity to monitor and analyse mobility, and rates of internal recruitment within the sector. This is intended to provide better supporting evidence to improve policy and decision making around public sector employment issues.

<sup>7</sup> Separation information includes only permanent and fixed-term employees. Employee movements are at an entity level i.e. if an employee resigns from one entity to join another entity, this is still recorded as a separation. Separation rate is calculated using the following formula:

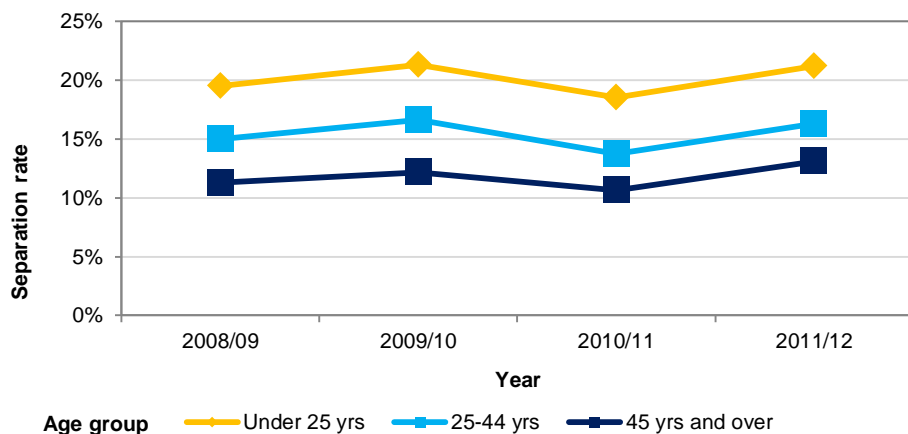
$$\frac{\text{No. of separations in the financial year}}{(\text{No. of employees at the beginning of the financial year} + \text{Commencements throughout the financial year})}$$

As shown in Table 4, women have a higher separation rate compared with men, but this can be attributed to a higher proportion of women being in fixed-term positions. As shown in Figure 5, younger employees are also more likely to leave to progress their careers in other agencies or other sectors. The high separation rate for those 65 years and above is expected as employees reach retirement age.

**Table 4 Separation rate by gender and age group (Source HRMOIR)**

	2008/09	2009/10	2010/11	2011/12
WA public sector	15.7%	17.5%	14.4%	17.8%
Women	17.2%	18.9%	15.7%	19.9%
Men	12.6%	14.4%	11.7%	13.1%
Under 25 years	19.5%	21.3%	18.6%	21.2%
25-44 years	15.0%	16.6%	13.8%	16.3%
45 years and over	11.3%	12.2%	10.6%	13.1%

A description of workforce planning strategies in place and being promoted to increase diversity in the public sector workforce is provided in the 'Workforce planning and leadership' section.



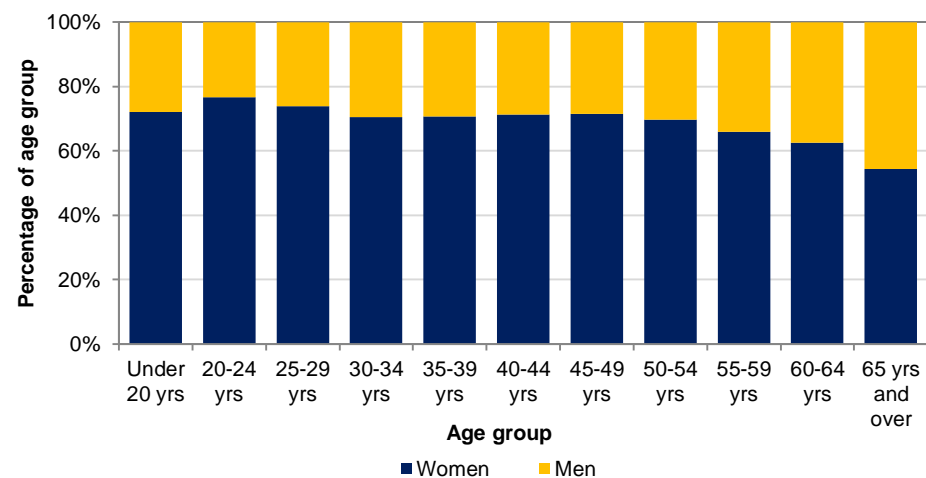
**Figure 5 Separation rate by age group (Source HRMOIR)**

## Gender profile

The public sector comprises women (69.6%) and men (30.4%). Women comprise a significantly higher proportion of the public sector workforce compared with 43.8% in the total Western Australian workforce<sup>8</sup>.

The 'feminisation' of the WA public sector workforce over time has been influenced by changes in occupational demographics, in particular, the privatisation of many 'blue collar' roles in the public sector and increased participation of women in human services roles. In the last 25 years, the percentage of women in the WA public sector has changed from 47.0% in 1987/88 to 69.6% in 2011/12.

Figure 6 shows the change in the gender profile of the public sector across employee age cohorts.



**Figure 6 Age and gender profile of the WA public sector workforce, June 2012 (Source HRMOIR)**

<sup>8</sup> ABS 2012, 6291.0.55.003 - Labour force, Australia, detailed, quarterly, May 2012.

- Women had a slightly younger age profile compared with men (women’s median age: 44.7; men’s median age: 47.0).
- There was a higher proportion of women to men within the public sector in every age cohort.

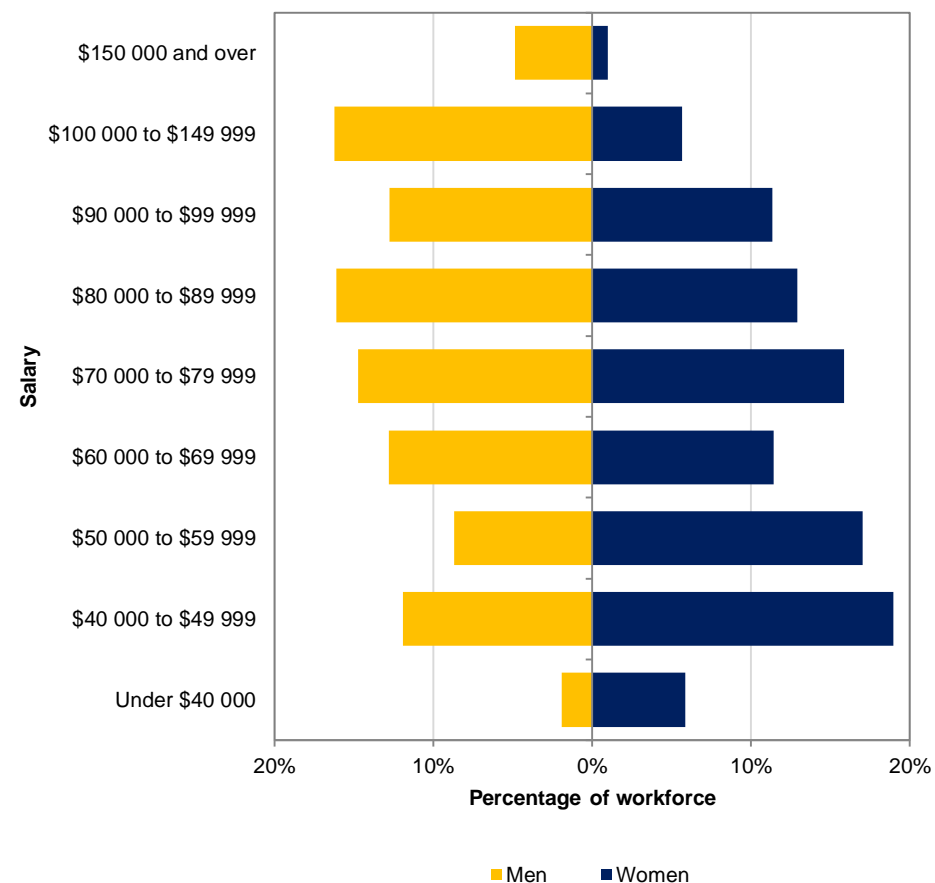
As Table 5 shows, a smaller proportion of women than men hold permanent positions (69.7% and 76.7% respectively), while a larger proportion of women than men are on fixed-term contracts, or are casual employees.

**Table 5 Employment type by gender, June 2012 (Source HRMOIR)**

	Permanent	Fixed Term	Casual	Others
Women	69.7%	18.6%	10.6%	1.1%
Men	76.7%	14.7%	6.1%	2.5%

Women had a lower salary profile than their male colleagues. Figure 7 shows the salary range with the highest representation of men was \$100 000 to \$149 999, while that for women was \$40 000 to \$49 999. The median salaries of females and males were \$67 016 and \$79 621 respectively.

Another way to assess changes in comparative salaries for men and women is to consider the equity index developed by the Director of Equal Opportunity in Public Employment. An index of 100 for women indicates that the representation of women at each classification level is proportional to that of men. The equity index for women over the last five years has changed from 61 in 2007/08 to 64 in 2011/12. A list of representation and Equity Index for each entity with 100 or more employees can be found in Appendix A8.

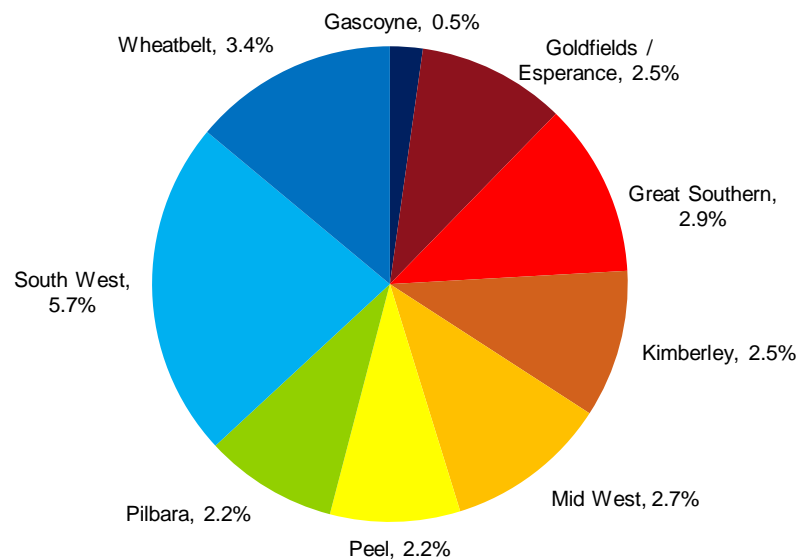


**Figure 7 WA public sector employees' salary range by gender, June 2012 (Source HRMOIR)**

## Geographic distribution of the workforce

Nine WA regions have been defined under the *Regional Development Commissions Act 1993*. The WA public sector employs staff across all nine of the non-metropolitan regions, as well as having staff located interstate and offshore.

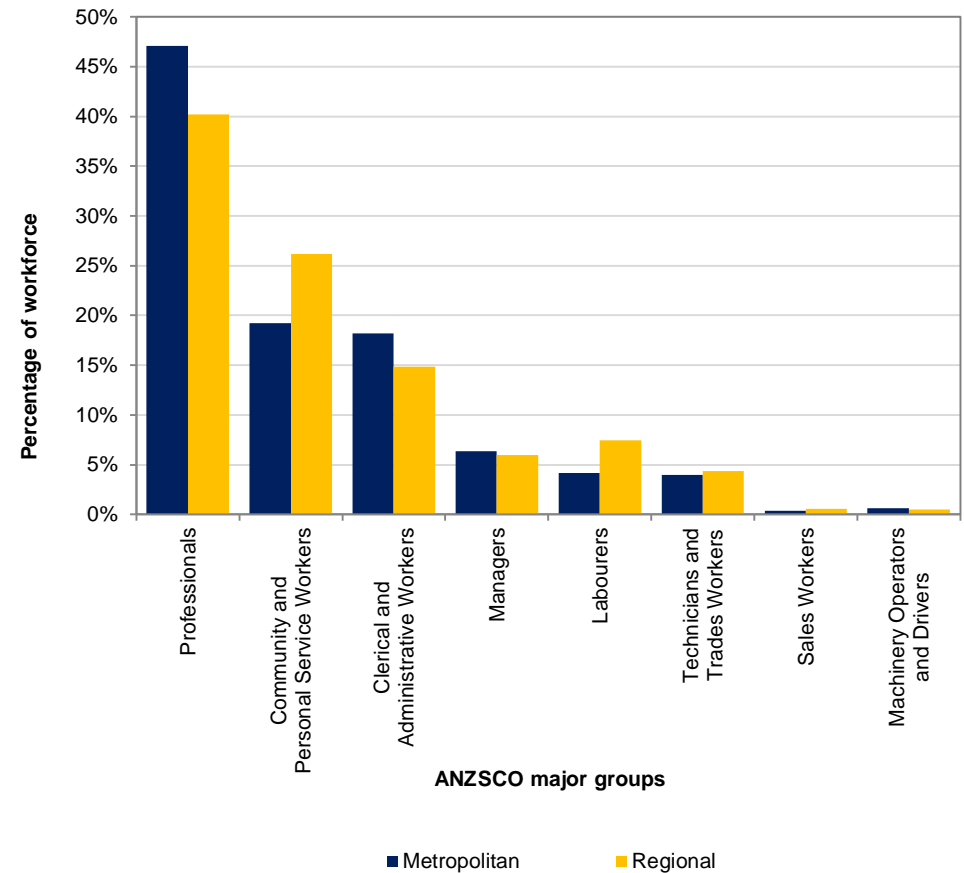
The Perth metropolitan area comprises 75.1% of the public sector's workforce, with 24.7% of public sector employees employed across the other regions, as depicted in Figure 8. Just 0.2% of public sector employees are located outside Western Australia.



**Figure 8** Distribution of WA public sector employees (FTE) by non-metropolitan region (Source HRMOIR)

## Regional occupations

The employment profile of the non-metropolitan regions is generally similar to the public sector as a whole, as shown in Figure 9.



**Figure 9** ANZSCO major groups in the regional and metropolitan areas, June 2012 (Source HRMOIR)



## Public sector entities by region

Factors influencing allocation of the public sector workforce to a region include the region's population, relevant social and economic drivers, available resources and existing and future infrastructure. Table 6 outlines the number of WA public sector employees as a proportion of regional populations<sup>9</sup>. Appendix A9 shows the proportion of employees across the various regions.

Table 6 Profile of WA public sector employees by region, June 2012 (Source HRMOIR)<sup>10</sup>

Region	Estimated population	Public sector headcount	Public sector FTE	Public sector FTE per 100 persons	Public sector median salary	Public sector median age (years)
Gascoyne	9 621	814	600	6.2	58 465	44.4
Goldfields- Esperance	59 489	3 687	2 829	4.8	66 961	43.1
Great Southern	56 884	4 322	3 134	5.5	68 153	48.5
Kimberley	37 673	3 672	3 045	8.1	67 933	41.9
Mid West	55 609	4 055	3 018	5.4	65 527	45.1
Peel	112 677	3 236	2 422	2.1	67 016	46.2
Pilbara	62 736	3 310	2 676	4.3	69 907	40.1
South West	158 615	8 396	6 051	3.8	67 343	47.6
Wheatbelt	72 856	5 106	3 446	4.7	58 216	47.5
Metropolitan	1 726 055	111 243	87 235	5.1	71 794	45.3
Outside WA	N/A	335	155	N/A	47 322	47.3
Unidentified	N/A	8 716	8 327	N/A	N/A	N/A
<b>Western Australia</b>	<b>2 352 215</b>	<b>156 892</b>	<b>122 939</b>	<b>4.9</b>	<b>70 036</b>	<b>45.4</b>

<sup>9</sup> ABS 2012, 3218.0 – Population estimates by statistical local area, 2001 to 2011.

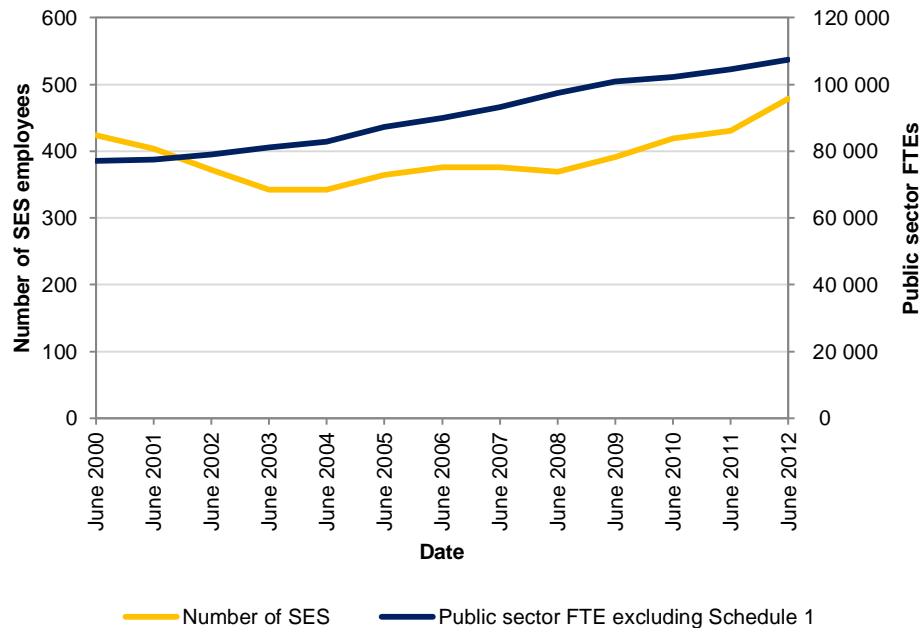
<sup>10</sup> A number of Schedule 1 PSM Act entities provided only aggregated headcount and FTE figures. These figures have been included in this table as 'unidentified work locations' and cannot be categorised further.

- There were 4.9 public sector FTEs per 100 persons, unchanged from 2011.
- The Peel region had the smallest proportion of WA public sector employees of all the regions, with 2.1 public sector FTEs per 100 persons. It is likely that the majority of services to the Peel region are provided by metropolitan based employees who commute to the region when necessary.
- The Kimberley region had the largest proportion of WA public sector employees of all the regions, with 8.1 public sector FTEs for every 100 persons.
- The median age of public sector employees across the nine regions ranged from 40.1 years (Pilbara) to 48.5 years (Great Southern).
- The median equivalent annual salary of regional WA public sector employees (\$66 240) was lower than the Perth metropolitan salary median (\$71 794) and the WA public sector as a whole (\$70 036).

## Profile of the Senior Executive Service (SES)

The SES is constituted under section 43 of the PSM Act. It comprises executive officers who are capable of providing high level policy advice and undertake managerial responsibilities (including promoting efficiencies) within agencies and across the sector.

Figure 10 shows that the number of SES has increased proportionately to the WA public sector over the last four years.



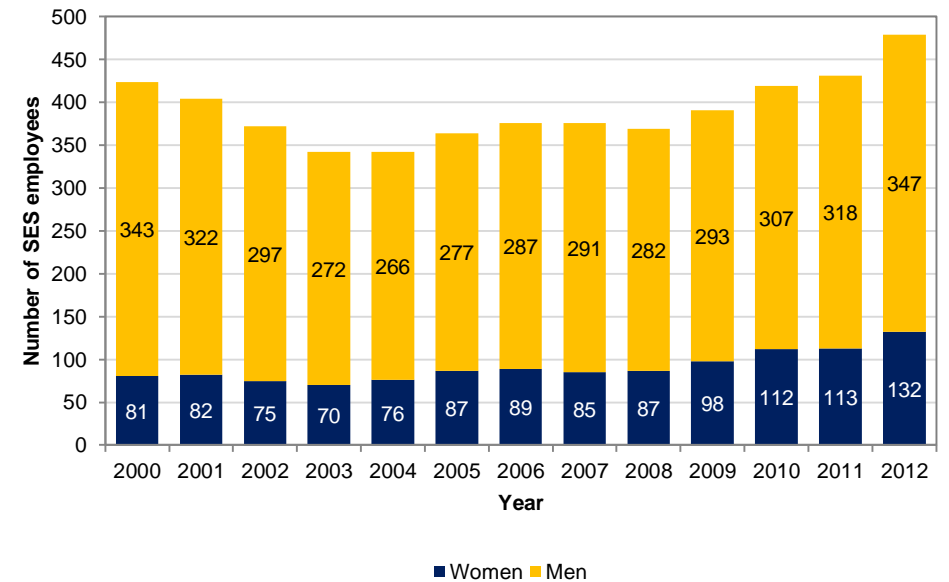
**Figure 10 Number of SES compared with WA public sector FTE (excluding Schedule 1 PSM Act), June 2000 to June 2012 (Source HRMOIR)**

The SES includes executives in the WA public service employed in departments or SES organisations. A large number of executives are also employed in the broader WA public sector.

## Women in the SES

Since 2000, the representation of women within the SES has increased from 19.1% to 27.6%, as shown in Figure 11. Similarly, women comprise 26.8% of Tier 1 positions (CEOs, Directors General [DGs]) in the public sector.

At the Tier 2 level, women in the public sector represent 30.9% of leadership positions compared with 34.2% in local government and 39.1% in public universities<sup>11</sup>.

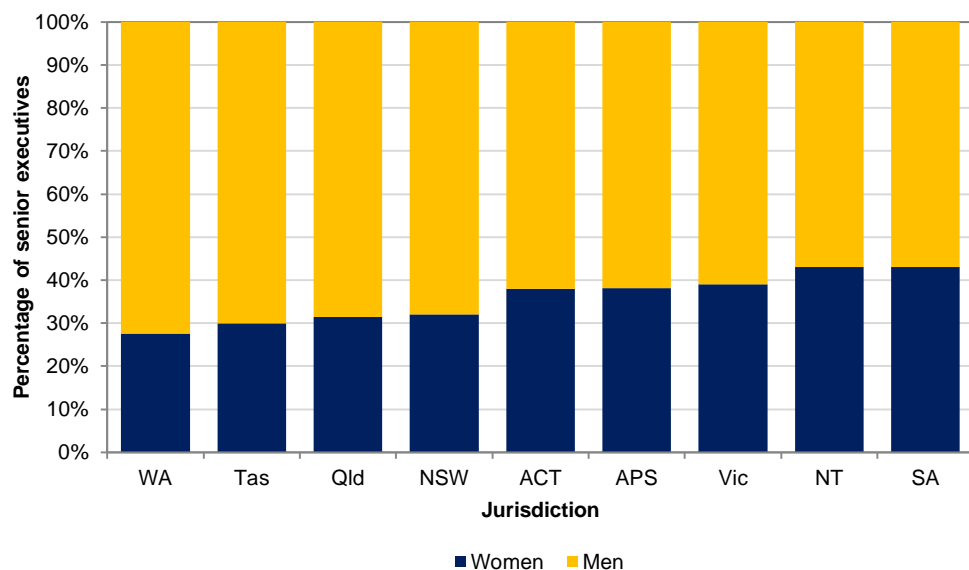


**Figure 11 WA public sector SES employees by gender, June 2000 to June 2012 (Source HRMOIR)**

While the steady increase since 2007 is encouraging, the ability to attract, recruit and retain talented women in the SES is an area that requires further work. The Commission is currently examining systemic issues and this work will influence sector-wide strategies and approaches to agency level consulting in 2013.

<sup>11</sup> Director of Equal Opportunity in Public Employment 2012, *Annual Report 2012*.

Figure 12 provides a comparison of women in senior executive positions across Australian jurisdictions.

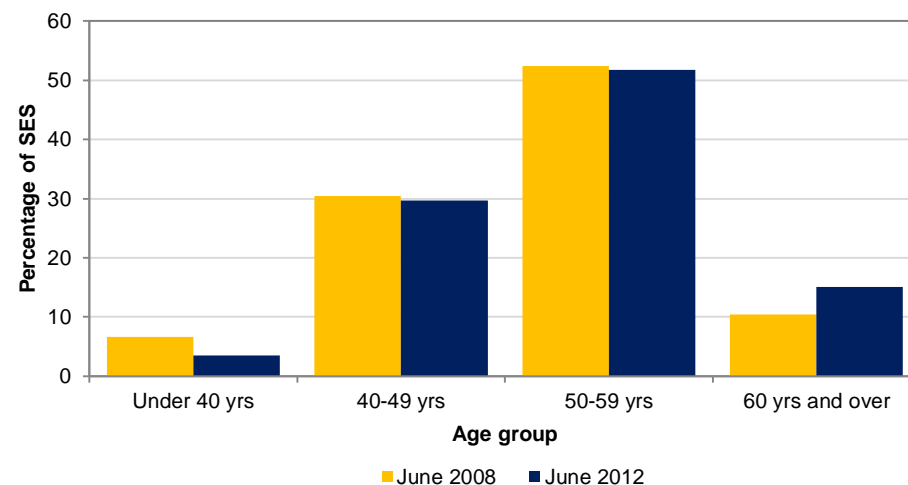


**Figure 12 Proportion of women in senior executive positions across Australian jurisdictions, 2011/11 (Multiple sources<sup>12</sup>)**

<sup>12</sup> WA HRMOIR; Office of the State Service Commissioner Tasmania 2011, *Annual Report 2010–11*; Queensland Public Service Commission 2011, *Annual Report 2010–11*; New South Wales Public Service Commission 2011, *The NSW Public Sector Workforce: a 2011 Snapshot and Snapshot Tables*; Australian Capital Territory Chief Minister and Cabinet Directorate 2011, *ACT Public Service Workforce Profile 2010–11*; Australian Public Service Commission 2011, *State of the Service Report: State of the Service Series 2010–11*; State Services Authority Victoria 2011, *The State of the Public Sector in Victoria 2010–11*; Office of the Commissioner for Public Employment Northern Territory 2011, *State of the Service Report 2010–11*; Office of Public Employment and Review South Australia 2011, *South Australian Public Sector Workforce Information June 2011 – Table 2*.

## Age profile of the SES

At the end of June 2012, the median age of SES employees was 53.4 years (51.5 for women and 54.4 for men), which is higher than the median age of the total public sector (45.4 years). Therefore, it is likely that half of the SES will be eligible to retire within the next decade. Figure 13 highlights the ageing profile of the SES over the last four years.



**Figure 13 SES employees by age group in the WA public sector, June 2008 and June 2012 (Source HRMOIR)**

## Profile of other diversity groups in the SES

The percentage of SES officers from culturally diverse backgrounds has decreased over the last five years, from 7.8% in 2008 to 6.3% in 2012. Similarly the proportion of SES officers with a disability has decreased from 4.4% in 2008 to 2.5% in 2012. Indigenous Australians in the SES have also decreased from 1.0% in 2008 to 0.4% in 2012. Due to the size of the SES (479 employees), the statistics are affected by relatively small changes in numbers.

## Data Quality Improvement Program

From 2009 to 2011, the Commission initiated and refined a 'workforce data improvement program' to ensure that, over time, workforce data achieves a high level of accuracy. Changes being progressed will allow more accurate whole-of-government reporting, consistency across the sector, and streamlining of data collection processes. Two developments are particularly noteworthy:

- The release of the updated data definitions will take effect in 2012/13 and improve the reliability of occupational groupings, financial year to date (FYTD) information, and more accurate representation of the public sector workforce.
- The development of a data quality index (DQI) aims to improve the quality of data supplied to the Commission through HRMOIR reporting each quarter, raise the profile and importance of good quality data within public sector entities, and promote the use of data for broader workforce planning within the public sector. The DQI provides a quantitative method to assess the quality of workforce data and the processes around it and will be trialled from the first quarter of 2012/13.

# Section 3 Annual Agency Survey Results

## Annual Agency Survey (AAS)

The AAS is conducted each year by the Commission to request information from public sector agencies about a range of aspects of their administration and management coming under the Commissioner's monitoring, evaluation and reporting role. Information obtained through the survey also allows the Commissioner to prepare the report required annually under section 22D of the PSM Act.

Pursuant to section 31 of the PSM Act, agencies are required to report on the extent of their compliance with public sector standards, codes of ethics, and any relevant code of conduct. The AAS is designed to assist agencies to meet this requirement.

This method of monitoring, evaluation and reporting has been significantly expanded since 2007/08 through the development and implementation of the AAS, which is directed at chief executive officers. The AAS streamlines several reporting requirements and provides a planning and diagnostic tool for agencies.

This is the fifth year that this comprehensive reporting approach has been implemented. The approach has evolved over this time, particularly in response to changes in the PSM Act through the **Public Sector Reform Act 2010**. The results of the AAS are used to generate sector-wide and agency-based measures of compliance with public sector standards, codes of ethics and codes of conduct, equal employment opportunity legislation, the PID Act and agency administration and management.

## Survey response rate

For 2011/12, 101 public sector agencies and statutory authorities covered by the PSM Act were requested to complete the AAS. There was a 100% response to this request.

In addition, 19 Schedule 1 PSM Act entities were requested to complete the AAS, however only some sections were mandatory. This resulted in varied response rates for non-mandatory questions.

## Interpreting the survey results

Within this section, the overall results for the public sector are presented for most questions. Differences in the results between very small, small, medium or large agencies and authorities may be presented in a separate chart as well as in the descriptive summary. Agency size is based on the following categories:

- agencies with 20 or fewer employees (very small)
- agencies with between 21 and 200 employees (small)
- agencies with between 201 and 1000 employees (medium)
- agencies with greater than 1000 employees (large).

All agency names are abbreviated in this section to conserve space. Formal agency names are listed with their abbreviations in Appendix B1.



## Maturity ratings

There are six maturity levels which agencies use to rate their performance. They are:

- 0 = **Non-existent** - Nothing has been done and the need is not recognised
- 1 = **Recognised** - Need is recognised and the work is just starting
- 2 = **Initial** - Some measures have been taken but not comprehensive and not officially endorsed
- 3 = **Defined** - Measures have been defined and endorsed, implementation is often dependent on individual managers and no monitoring is taking place
- 4 = **Managed** - Implementation has become systematic and most people are aware of measures, but regular review of systems is low
- 5 = **Integrated** - Systems and processes are systematically implemented and reviewed regularly in accordance with needs of the organisation. Staff confidence in systems is high. Review of systems and processes sometimes involves external experts.

Maturity levels 1 through to 5 are defined in detail for each governance area within a supporting 'Maturity Rubric' detailed on the Commission's website.

Agency	Group	The following questions are for the Chief Executive Officer to complete as a part of the certification process. Responses will also be used by the Public Sector Commission for ongoing planning and resource allocation to ensure we are assisting the sector in the areas of most need. Results will also inform the Public Sector Commission's performance reporting to Parliament.				1. Does your agency have a code of conduct that clearly articulates expected standards of conduct and integrity in the agency?	2. Does your current code of conduct reflect the Western Australian Public Sector Code of Ethics released in February 2008?	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?									
		The Public Sector Commission has delivered policy, assistance and oversight that has helped enhance effectiveness and efficiency of your agency.	The Public Sector Commission has delivered policy, assistance and oversight that has helped enhance effectiveness and efficiency of your agency.	Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under the <i>Public Interest Disclosure Act 2003</i> .	Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under part IX of the <i>Equal Opportunity Act 1984</i> .			Conflicts of interest	Gifts and benefits	Secondary employment	Procurement	Managing confidential information	Record keeping and use of information	Use of public resources (e.g. government vehicles, computers, stationery)	Fraudulent and corrupt behaviour	Reporting of breaches of the Code	Personal behaviour
Agriculture & Food	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Albany Port	Schedule 1	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	Not covered	High	High	High	High	High	High	High
Animal Resources	Small	Strongly agree	Agree	Strongly agree	Strongly agree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
Architects Board	Very small	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	Not covered	Not covered	High	High	High	High	High	High	High
Attorney General	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Auditor General	Small	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Botanic Gardens	Small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
Broome Port	Schedule 1	Agree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
Bunbury Port	Schedule 1	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	Not covered	High	High	Not covered	Medium	High	Not covered	High
Bunbury Water	Small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Burswood Park	Very small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Busselton Water	Small	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	Medium	Medium	Low	High	High	Medium	Medium	Medium	Not covered	High
C Y O'Connor Institute	Small	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
CCC	Small	Agree	Agree	Agree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	High	High	No response	High	High
Central IT	Large	Agree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Challenger IT	Medium	Agree	Agree	Strongly agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Chem Centre	Small	Strongly agree	Strongly agree	Strongly agree	Strongly agree	No response	No response	Medium	Medium	Medium	High	High	High	High	High	Low	High
Child Protection	Large	No response	No response	No response	No response	Yes	Yes	Medium	Medium	Low	Low	High	High	Medium	Low	Medium	High
Children & Young People	Very small	Agree	Agree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
CHSHA	Small	Agree	Neither agree or disagree	Agree	Agree	Yes	Yes	High	Low	Low	High	High	High	High	High	High	High

Agency	Group	The following questions are for the Chief Executive Officer to complete as a part of the certification process. Responses will also be used by the Public Sector Commission for ongoing planning and resource allocation to ensure we are assisting the sector in the areas of most need. Results will also inform the Public Sector Commission's performance reporting to Parliament.				1. Does your agency have a code of conduct that clearly articulates expected standards of conduct and integrity in the agency?	2. Does your current code of conduct reflect the Western Australian Public Sector Code of Ethics released in February 2008?	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?										
		The Public Sector Commission has delivered policy, assistance and oversight that has helped enhance effectiveness and efficiency of your agency.	The Public Sector Commission has delivered policy, assistance and oversight that has helped enhance effectiveness and efficiency of your agency.	Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under the <i>Public Interest Disclosure Act 2003</i> .	Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under part IX of the <i>Equal Opportunity Act 1984</i> .			Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under part IX of the <i>Equal Opportunity Act 1984</i> .	Conflicts of interest	Gifts and benefits	Secondary employment	Procurement	Managing confidential information	Record keeping and use of information	Use of public resources (e.g. government vehicles, computers, stationery)	Fraudulent and corrupt behaviour	Reporting of breaches of the Code	Personal behaviour
CITF	Very small	Strongly agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Commerce	Medium	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Communities	Medium	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Corrective Services	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Culture and the Arts	Medium	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Custodial Services	Very small	No response	No response	No response	No response	No response	No response	High	High	High	High	High	High	High	High	High	High	High
Dampier Port	Schedule 1	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Disability Services	Large	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Drug & Alcohol	Small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Durack IT	Medium	No response	No response	No response	No response	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High	High
Educ Services	Small	No response	No response	No response	No response	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High	High
Education	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Electoral Comm	Small	No response	No response	No response	No response	Yes	Yes	High	Low	Low	High	High	High	Medium	Low	Low	High	
Env & Conservation	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Environment Protection	Small	No response	No response	No response	No response	Yes	Yes	High	High	Low	High	High	High	High	High	High	High	High
Equal Opp	Small	Agree	Neither agree or disagree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
ERA	Small	Agree	Agree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Esperance Port	Schedule 1	Disagree	Disagree	Disagree	Disagree	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	Agree	Agree	Neither agree or disagree	Neither agree or disagree	Yes	No response	High	High	High	High	High	High	High	High	High	High	High
Finance	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High

Agency	Group	The following questions are for the Chief Executive Officer to complete as a part of the certification process. Responses will also be used by the Public Sector Commission for ongoing planning and resource allocation to ensure we are assisting the sector in the areas of most need. Results will also inform the Public Sector Commission's performance reporting to Parliament.				1. Does your agency have a code of conduct that clearly articulates expected standards of conduct and integrity in the agency?	2. Does your current code of conduct reflect the Western Australian Public Sector Code of Ethics released in February 2008?	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?									
		The Public Sector Commission has delivered policy, assistance and oversight that has helped enhance effectiveness and efficiency of your agency.	The Public Sector Commission has delivered policy, assistance and oversight that has helped enhance effectiveness and efficiency of your agency.	Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under the <i>Public Interest Disclosure Act 2003</i> .	Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under part IX of the <i>Equal Opportunity Act 1984</i> .			Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under part IX of the <i>Equal Opportunity Act 1984</i> .	Conflicts of interest	Gifts and benefits	Secondary employment	Procurement	Managing confidential information	Record keeping and use of information	Use of public resources (e.g. government vehicles, computers, stationery)	Fraudulent and corrupt behaviour	Reporting of breaches of the Code
Fisheries	Medium	No response	No response	No response	No response	Yes	Yes	Medium	Medium	Medium	Medium	Medium	High	High	High	Medium	High
Forest Products	Small	Strongly agree	Strongly agree	Agree	Agree	No response	No response	High	High	High	High	High	No response	High	High	High	High
Fremantle Port	Schedule 1	Agree	Agree	Agree	Agree	Yes	Yes	High	Medium	Low	High	High	High	High	High	High	High
Gascoyne Dev	Very small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	Agree	Agree	Strongly agree	Agree	Yes	Yes	High	High	Medium	High	High	High	Medium	High	High	High
Gold Corporation	Schedule 1	Agree	Agree	Agree	Agree	Yes	Yes	High	Medium	Medium	No response	High	High	Medium	High	High	High
GoldEsp Dev	Very small	Strongly agree	Strongly agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Gr Southern Dev	Very small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Great Southern IT	Medium	Strongly agree	Agree	Strongly agree	Strongly agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Greyhound Racing	Schedule 1	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	Medium	High	High	High	High
HaDSCO	Very small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Health	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Healthway	Very small	Agree	Agree	Agree	Agree	Yes	Yes	High	Medium	Low	Low	High	Medium	Low	Medium	Medium	Medium
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	Yes	No	High	High	Not covered	Medium	High	High	High	High	High	Medium
Indigenous Affairs	Small	No response	No response	No response	No response	Yes	Yes	High	High	Medium	High	High	High	Medium	High	Medium	High
Info Commissioner	Very small	Strongly agree	Agree	Agree	Agree	No response	No response	High	Medium	High	Not covered	High	Not covered	Not covered	High	Not covered	Medium
Insurance Comm	Medium	Neither agree or disagree	Disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	High	High	High	High	High

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Kimberley Dev	Very small	Agree	Agree	Strongly agree	Strongly agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	High
Kimberley TI	Small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High	High
LandCorp	Schedule 1	No response	No response	No response	No response	Yes	Yes	High	Medium	Low	High	High	High	High	High	Medium	Medium	
Landgate	Medium	Agree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	Medium	High	High	High	High	High	Not covered	High	
Law Reform	Very small	Agree	Agree	Agree	Agree	Yes	Yes	High	Medium	Low	High	High	Medium	Medium	High	High	Medium	
Legal Aid	Medium	Agree	Agree	Neither agree or disagree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	
Legal Prac	Small	No response	No response	No response	No response	No	No	High	Medium	High	Medium	High	High	High	High	Low	High	
Local Govt	Small	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	
Lotterywest	Small	Agree	Agree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	Medium	High	High	High	High	
Main Roads	Large	Agree	Neither agree or disagree	Agree	Agree	Yes	Yes	Medium	Medium	Medium	High	High	Medium	Medium	High	Medium	High	
Meat Auth	Very small	Agree	Agree	Agree	Agree	No response	No response	High	High	Medium	High	High	Medium	High	High	Medium	High	
Mental Health	Small	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Metro Cemeteries	Small	Agree	Agree	Agree	Neither agree or disagree	Yes	Yes	High	High	Low	High	High	High	High	High	High	High	
Metro Redev	Small	Agree	Agree	Agree	Agree	No	No	Not covered	Not covered	Not covered	Not covered	Not covered	Not covered	Not covered	Not covered	Not covered	Not covered	
Mid West Dev	Very small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	
Mines & Petroleum	Medium	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High	
National Trust	Small	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	
Ombudsman	Small	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High	
Peel Dev	Very small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High	



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Perth Market	Small	Agree	Agree	Agree	Agree	Yes	Yes	High	Medium	Medium	High	High	Medium	High	High	High	High
Pilbara Dev	Very small	Agree	Agree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
Pilbara Institute	Small	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	High	Medium	Medium	High	High	Medium	Medium	High	Medium	High
Planning	Medium	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Police	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Polytechnic West	Large	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Port Hedland Port	Schedule 1	Neither agree or disagree	Neither agree or disagree	Agree	Agree	Yes	Yes	High	High	High	Medium	High	Medium	Medium	High	High	High
Potato Marketing	Very small	Strongly agree	Strongly agree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
Premier & Cabinet	Medium	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
PSC	Small	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Public Prosecutions	Medium	No response	No response	No response	No response	Yes	Yes	High	Medium	Medium	High	High	High	High	High	Medium	High
Public Transport	Large	Agree	Agree	Neither agree or disagree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Racing & Wagering	Schedule 1	Disagree	Disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	Medium	Medium	High	High	High
Racing, Gaming & Liquor	Small	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Regional Dev & Lands	Medium	No response	No response	No response	No response	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
Rottneest Island	Small	Agree	Neither agree or disagree	Agree	Agree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
SCSA	Small	Strongly agree	Strongly agree	Agree	Strongly agree	Yes	Yes	High	Medium	Medium	High	High	High	Medium	High	High	High
Small Business	Small	Agree	Agree	Neither agree or disagree	Agree	Yes	Yes	High	High	Medium	High	High	High	High	High	Medium	High
South West Dev	Small	Agree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
South West IT	Medium	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High

Agency	Group	The following questions are for the Chief Executive Officer to complete as a part of the certification process. Responses will also be used by the Public Sector Commission for ongoing planning and resource allocation to ensure we are assisting the sector in the areas of most need. Results will also inform the Public Sector Commission's performance reporting to Parliament.				1. Does your agency have a code of conduct that clearly articulates expected standards of conduct and integrity in the agency?	2. Does your current code of conduct reflect the Western Australian Public Sector Code of Ethics released in February 2008?	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?									
		The Public Sector Commission has delivered policy, assistance and oversight that has helped enhance effectiveness and efficiency of your agency.	The Public Sector Commission has delivered policy, assistance and oversight that has helped enhance effectiveness and efficiency of your agency.	Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under the <i>Public Interest Disclosure Act 2003</i> .	Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under part IX of the <i>Equal Opportunity Act 1984</i> .			Assistance provided by the Public Sector Commission has helped your agency to meet its statutory obligations under part IX of the <i>Equal Opportunity Act 1984</i> .	Conflicts of interest	Gifts and benefits	Secondary employment	Procurement	Managing confidential information	Record keeping and use of information	Use of public resources (e.g. government vehicles, computers, stationery)	Fraudulent and corrupt behaviour	Reporting of breaches of the Code
Sport & Rec	Small	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
State Development	Small	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
State Heritage	Small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	Strongly agree	Disagree	Agree	Agree	Yes	Yes	High	Medium	Medium	Medium	High	Medium	Medium	Medium	Medium	High
Training & Workforce Dev	Medium	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Transport (Dept)	Large	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Treasury (Dept)	Medium	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Treasury Corp	Schedule 1	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
VenuesWest	Medium	Agree	Neither agree or disagree	Agree	Agree	Yes	Yes	High	Medium	High	High	High	High	High	High	High	High
Verve Energy	Schedule 1	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Agree	Yes	Yes	Medium	Low	Medium	High	High	Medium	Medium	High	High	High
WA College of Teaching	Small	No response	No response	No response	No response	Yes	Yes	High	Low	Medium	Low	High	High	Medium	Medium	Medium	High
WAIRC	Small	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Water (Dept)	Medium	No response	No response	No response	No response	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Water Corp	Schedule 1	Agree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	Low	High	High	High	High	High	High	High
West Coast IT	Medium	Agree	Neither agree or disagree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Western Power	Schedule 1	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	Medium	High	High	High	High	High	High	High
Wheatbelt Dev	Very small	No response	No response	No response	No response	No response	No response	High	Medium	Low	High	High	High	High	High	High	High
WorkCover	Small	Agree	Agree	Agree	Agree	Yes	Yes	High	High	High	High	High	High	High	High	High	High
Zoo	Small	Agree	Disagree	Neither agree or disagree	Neither agree or disagree	Yes	Yes	High	High	High	High	High	High	High	High	High	High

Agency	Group	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?			4. What measures do you have in place to ensure that all employees are familiar with the WA Public Sector Code of Ethics and your agency's code of conduct?										5. Please provide information on Accountable and Ethical Decision Making (AEDM) training conducted during 2011-12.		6. Please indicate the proportion of your current Corporate Executive who has completed AEDM training since it was first launched in 2008.		7. How was the AEDM training delivered to staff in 2011-12?			
																			Facilitated workshops / seminar conducted by in-house trainers	Facilitated workshops / seminar conducted by trainers contracted from CUA 40304	Online Training	Other
		Contact with Lobbyists	Requirements relating to communicating to Ministerial Staff	Other	Provide new employees with written information as part of the induction process	Provide new employees with interactive or face-to-face information	Require new employees to verify that they have read, understand and commit to your agency's code of conduct	Reinforce conduct and ethical obligations when conducting regular performance management reviews	Provide regular information sessions for employees	Provide employees with information about conduct and integrity matters via electronic or hard copy newsletters or bulletins	Provide managers / supervisors with information or training about their role in upholding the Principles, Code of Ethics and the agency code of conduct	Include this information in job descriptions	Promote this information on your agency intranet website	Other	Number of sessions conducted in 2011 -12	Number of participants in 2011 -12	Total number of current Corporate Executive Group members	Number who have completed AEDM training since 2008				
Agriculture & Food	Large	High	High	No response	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	211	211	7	6	×	×	✓	×
Albany Port	Schedule 1	Not covered	Not covered	Not covered	✓	×	✓	×	×	×	×	×	×	×	-	-	-	-	×	×	×	×
Animal Resources	Small	Not covered	Low	Not covered	✓	✓	×	✓	×	✓	✓	✓	✓	×	10	10	-	-	✓	×	×	✓
Architects Board	Very small	Not covered	Not covered	No response	✓	×	✓	✓	×	×	×	×	×	×	-	-	1	1	×	×	×	×
Attorney General	Large	High	High	No response	✓	✓	✓	✓	✓	✓	✓	✓	×	272	272	12	12	×	×	✓	×	
Auditor General	Small	High	High	No response	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	-	-	7	7	×	×	×	×
Botanic Gardens	Small	Medium	High	Not covered	✓	✓	×	×	✓	×	✓	×	×	62	62	8	8	✓	×	×	×	
Broome Port	Schedule 1	High	High	Not covered	✓	×	✓	×	×	×	×	×	✓	-	-	-	-	×	×	×	×	
Bunbury Port	Schedule 1	Not covered	Not covered	No response	×	×	×	×	×	×	×	×	✓	-	-	-	-	×	×	×	×	
Bunbury Water	Small	Not covered	Not covered	High	✓	✓	✓	✓	✓	✓	✓	✓	×	4	38	3	1	✓	×	×	×	
Burswood Park	Very small	High	High	High	✓	✓	×	×	×	✓	×	×	×	-	-	1	1	×	×	×	×	
Busselton Water	Small	Not covered	High	No response	✓	✓	✓	✓	✓	×	×	×	×	-	-	4	1	×	×	×	×	
C Y O'Connor Institute	Small	High	High	High	×	×	✓	×	✓	✓	✓	✓	×	82	82	4	4	×	×	✓	×	
CCC	Small	High	High	No response	✓	✓	✓	✓	×	✓	✓	✓	×	9	147	6	5	×	✓	×	×	
Central IT	Large	Medium	High	No response	✓	✓	×	×	✓	✓	×	✓	×	4	113	6	6	✓	×	✓	×	
Challenger IT	Medium	High	High	Not covered	✓	×	✓	×	✓	×	×	✓	×	8	117	5	5	×	✓	×	×	
Chem Centre	Small	Low	Low	Not covered	✓	✓	✓	✓	✓	✓	✓	×	✓	-	18	7	7	×	×	×	✓	
Child Protection	Large	Low	Medium	No response	✓	✓	✓	✓	✓	✓	✓	×	✓	6	131	8	8	✓	×	✓	×	
Children & Young People	Very small	Not covered	High	High	✓	✓	✓	✓	✓	✓	×	×	✓	1	2	6	6	×	✓	×	×	
CHSHA	Small	Not covered	High	No response	✓	✓	✓	✓	✓	✓	✓	✓	×	-	-	7	2	×	×	×	✓	

Agency	Group	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?			4. What measures do you have in place to ensure that all employees are familiar with the WA Public Sector Code of Ethics and your agency's code of conduct?										5. Please provide information on Accountable and Ethical Decision Making (AEDM) training conducted during 2011-12.		6. Please indicate the proportion of your current Corporate Executive who has completed AEDM training since it was first launched in 2008.		7. How was the AEDM training delivered to staff in 2011-12?			
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		Contact with Lobbyists	Requirements relating to communicating to Ministerial Staff	Other	Provide new employees with written information as part of the induction process	Provide new employees with interactive or face-to-face information	Require new employees to verify that they have read, understand and commit to your agency's code of conduct	Reinforce conduct and ethical obligations when conducting regular performance management reviews	Provide regular information sessions for employees	Provide employees with information about conduct and integrity matters via electronic or hard copy newsletters or bulletins	Provide managers / supervisors with information or training about their role in upholding the Principles, Code of Ethics and the agency code of conduct	Include this information in job descriptions	Promote this information on your agency intranet website	Other	Number of sessions conducted in 2011 -12	Number of participants in 2011 -12	Total number of current Corporate Executive Group members	Number who have completed AEDM training since 2008				
CITF	Very small	Low	High	No response	✓	✓	✓	✓	×	✓	×	✓	✓	×	1	3	3	3	×	✓	×	×
Commerce	Medium	High	High	No response	✓	✓	✓	✓	✓	✓	✓	✓	×	×	-	227	8	8	×	×	✓	×
Communities	Medium	High	High	No response	×	×	×	×	×	✓	✓	×	✓	×	5	131	4	4	×	×	×	✓
Corrective Services	Large	Low	Medium	Not covered	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14	203	7	6	✓	✓	×	×
Culture and the Arts	Medium	High	High	Not covered	✓	✓	✓	✓	×	✓	✓	×	✓	×	32	32	37	37	×	×	×	×
Custodial Services	Very small	High	High	No response	✓	✓	✓	×	×	×	✓	×	×	×	-	-	4	-	×	×	×	×
Dampier Port	Schedule 1	High	High	No response	✓	×	✓	✓	×	×	×	✓	✓	×	-	-	6	6	✓	×	×	×
Disability Services	Large	High	High	No response	✓	✓	✓	✓	✓	✓	✓	×	✓	×	9	161	8	8	✓	×	×	×
Drug & Alcohol	Small	Not covered	High	No response	✓	✓	×	×	×	×	×	×	✓	×	1	240	7	7	×	×	✓	×
Durack IT	Medium	Medium	Medium	No response	✓	✓	×	✓	×	×	✓	×	✓	×	8	60	4	2	×	×	✓	×
Educ Services	Small	High	High	No response	✓	✓	✓	✓	×	×	×	✓	✓	×	1	3	8	8	×	✓	×	×
Education	Large	High	High	No response	✓	✓	×	✓	✓	✓	✓	×	×	×	124	2859	17	17	✓	×	✓	×
Electoral Comm	Small	Low	Low	No response	✓	✓	✓	✓	×	✓	×	×	✓	×	1	8	6	6	✓	×	×	×
Env & Conservation	Large	High	High	High	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	14	291	12	13	✓	×	×	✓
Environment Protection	Small	High	High	No response	✓	✓	✓	✓	×	✓	×	✓	✓	×	-	-	5	3	×	×	×	×
Equal Opp	Small	High	High	No response	✓	✓	✓	✓	✓	✓	✓	×	✓	×	-	-	7	7	×	×	×	×
ERA	Small	Medium	High	No response	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	2	59	6	6	×	×	✓	×
Esperance Port	Schedule 1	No response	No response	No response	×	×	×	×	×	×	×	×	×	×	-	-	-	-	×	×	×	×
FESA	Large	Low	High	No response	✓	✓	×	✓	✓	✓	✓	✓	×	×	-	554	11	11	✓	×	✓	×
Finance	Large	High	High	No response	✓	✓	✓	✓	✓	×	✓	×	✓	×	10	224	7	6	✓	✓	✓	✓

Agency	Group	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?			4. What measures do you have in place to ensure that all employees are familiar with the WA Public Sector Code of Ethics and your agency's code of conduct?										5. Please provide information on Accountable and Ethical Decision Making (AEDM) training conducted during 2011-12.		6. Please indicate the proportion of your current Corporate Executive who has completed AEDM training since it was first launched in 2008.		7. How was the AEDM training delivered to staff in 2011-12?			
																			Facilitated workshops / seminar conducted by in-house trainers	Facilitated workshops / seminar conducted by trainers contracted from CUA 40304	Online Training	Other
		Contact with Lobbyists	Requirements relating to communicating to Ministerial Staff	Other	Provide new employees with written information as part of the induction process	Provide new employees with interactive or face-to-face information	Require new employees to verify that they have read, understand and commit to your agency's code of conduct	Reinforce conduct and ethical obligations when conducting regular performance management reviews	Provide regular information sessions for employees	Provide employees with information about conduct and integrity matters via electronic or hard copy newsletters or bulletins	Provide managers / supervisors with information or training about their role in upholding the Principles, Code of Ethics and the agency code of conduct	Include this information in job descriptions	Promote this information on your agency intranet website	Other	Number of sessions conducted in 2011 -12	Number of participants in 2011 -12	Total number of current Corporate Executive Group members	Number who have completed AEDM training since 2008				
Fisheries	Medium	Medium	High	No response	✓	✓	✓	✓	×	×	✓	×	✓	×	148	148	5	5	×	×	✓	×
Forest Products	Small	High	High	No response	✓	×	✓	✓	✓	✓	×	×	✓	×	7	81	4	3	✓	×	×	×
Fremantle Port	Schedule 1	Not covered	Not covered	No response	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	20	150	6	6	✓	×	✓	✓
Gascoyne Dev	Very small	High	High	High	✓	✓	✓	×	✓	✓	✓	×	×	×	-	-	1	1	×	×	×	×
Geraldton Port	Schedule 1	No response	No response	No response	×	×	×	×	×	×	×	×	×	×	-	-	-	-	×	×	×	×
GESB	Medium	High	Medium	No response	✓	×	✓	✓	×	×	✓	×	✓	×	-	-	5	-	×	×	✓	✓
Gold Corporation	Schedule 1	Not covered	Medium	No response	✓	×	✓	✓	×	×	✓	×	✓	×	-	-	-	-	×	×	×	×
GoldEsp Dev	Very small	High	High	Not covered	✓	✓	✓	✓	×	✓	✓	×	✓	×	-	-	1	1	×	×	×	✓
Gr Southern Dev	Very small	Not covered	High	No response	✓	✓	✓	✓	✓	✓	✓	×	✓	×	1	10	3	3	✓	×	×	×
Great Southern IT	Medium	Low	High	No response	×	✓	×	✓	×	✓	✓	×	×	×	-	147	10	10	×	×	✓	×
Greyhound Racing	Schedule 1	Medium	Medium	No response	×	✓	×	×	×	×	×	×	×	×	-	-	7	-	×	×	×	×
HaDSCO	Very small	High	High	No response	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	5	5	5	4	×	×	✓	×
Health	Large	High	High	High	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	20	297	88	77	✓	×	✓	×
Healthway	Very small	Medium	Low	No response	✓	✓	✓	✓	✓	×	✓	✓	×	×	1	5	4	3	×	✓	×	×
Horizon Power	Schedule 1	No response	No response	No response	×	×	×	×	×	×	×	×	×	×	-	-	-	-	×	×	×	×
Housing	Large	Not covered	High	No response	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	4	114	4	3	✓	×	✓	×
Independ Mkt Op	Schedule 1	Not covered	Not covered	No response	✓	✓	✓	✓	✓	✓	×	✓	×	×	-	-	-	-	×	×	×	×
Indigenous Affairs	Small	High	High	No response	✓	✓	×	×	×	✓	×	×	✓	×	1	26	7	7	×	✓	×	×
Info Commissioner	Very small	Not covered	Not covered	Not covered	✓	×	×	✓	×	×	×	×	✓	×	-	-	1	1	×	×	×	×
Insurance Comm	Medium	High	Not covered	No response	✓	✓	✓	×	×	×	✓	×	✓	×	-	373	9	8	×	×	✓	×



Agency	Group	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?			4. What measures do you have in place to ensure that all employees are familiar with the WA Public Sector Code of Ethics and your agency's code of conduct?											5. Please provide information on Accountable and Ethical Decision Making (AEDM) training conducted during 2011-12.		6. Please indicate the proportion of your current Corporate Executive who has completed AEDM training since it was first launched in 2008.		7. How was the AEDM training delivered to staff in 2011-12?			
																				Facilitated workshops / seminar conducted by in-house trainers	Facilitated workshops / seminar conducted by trainers contracted from CUA 40304	Online Training	Other
		Contact with Lobbyists	Requirements relating to communicating to Ministerial Staff	Other	Provide new employees with written information as part of the induction process	Provide new employees with interactive or face-to-face information	Require new employees to verify that they have read, understand and commit to your agency's code of conduct	Reinforce conduct and ethical obligations when conducting regular performance management reviews	Provide regular information sessions for employees	Provide employees with information about conduct and integrity matters via electronic or hard copy newsletters or bulletins	Provide managers / supervisors with information or training about their role in upholding the Principles, Code of Ethics and the agency code of conduct	Include this information in job descriptions	Promote this information on your agency intranet website	Other	Number of sessions conducted in 2011-12	Number of participants in 2011-12	Total number of current Corporate Executive Group members	Number who have completed AEDM training since 2008					
Kimberley Dev	Very small	High	High	High	✓	✓	×	✓	×	✓	×	×	×	✓	2	9	2	2	×	×	✓	✓	
Kimberley TI	Small	Medium	High	No response	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	5	198	3	3	✓	×	✓	✓	
LandCorp	Schedule 1	Medium	High	No response	✓	✓	✓	✓	✓	×	×	×	✓	×	5	68	6	6	×	✓	×	×	
Landgate	Medium	Low	Low	No response	✓	✓	✓	×	×	×	✓	✓	✓	×	4	63	6	5	✓	×	×	×	
Law Reform	Very small	Low	Low	No response	✓	✓	×	×	×	✓	×	×	✓	×	-	-	-	-	×	×	×	×	
Legal Aid	Medium	High	High	High	×	✓	✓	×	×	✓	×	×	✓	✓	210	210	11	3	×	×	✓	✓	
Legal Prac	Small	Low	Medium	No response	✓	×	×	×	×	×	×	×	×	×	-	-	-	-	×	×	×	×	
Local Govt	Small	High	High	No response	✓	×	×	×	×	×	✓	×	×	×	3	36	5	3	×	✓	×	×	
Lotterywest	Small	Not covered	High	No response	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1	90	6	6	✓	×	×	✓	
Main Roads	Large	Not covered	Not covered	No response	✓	✓	✓	✓	✓	✓	✓	×	✓	×	33	403	9	3	×	×	✓	✓	
Meat Auth	Very small	High	High	High	✓	✓	✓	×	×	×	×	×	×	×	-	-	12	1	×	×	×	×	
Mental Health	Small	Low	High	No response	✓	×	×	✓	×	×	×	✓	×	×	55	55	6	6	×	✓	✓	×	
MERIWA	Very small	No response	No response	No response	×	×	×	×	×	×	×	×	×	×	-	-	-	-	×	×	×	×	
Metro Cemeteries	Small	Not covered	High	No response	✓	✓	✓	✓	×	✓	✓	✓	✓	×	10	116	5	3	✓	✓	×	×	
Metro Redev	Small	Not covered	High	No response	×	×	×	×	×	×	×	×	×	×	-	-	5	-	×	×	×	×	
Mid West Dev	Very small	High	High	No response	✓	✓	✓	×	×	✓	×	×	✓	×	-	-	8	8	×	×	×	×	
Mines & Petroleum	Medium	High	High	No response	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	4	73	11	11	✓	×	×	×	
National Trust	Small	Not covered	High	Not covered	✓	✓	✓	✓	✓	✓	✓	✓	×	1	24	4	4	✓	×	×	×	×	
Ombudsman	Small	Not covered	Not covered	Medium	✓	✓	✓	✓	✓	✓	✓	✓	×	1	7	6	6	✓	×	×	×	×	
Peel Dev	Very small	High	High	No response	✓	×	×	✓	✓	✓	×	×	×	✓	-	-	4	3	×	×	×	×	

Agency	Group	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?			4. What measures do you have in place to ensure that all employees are familiar with the WA Public Sector Code of Ethics and your agency's code of conduct?										5. Please provide information on Accountable and Ethical Decision Making (AEDM) training conducted during 2011-12.		6. Please indicate the proportion of your current Corporate Executive who has completed AEDM training since it was first launched in 2008.		7. How was the AEDM training delivered to staff in 2011-12?			
					Contact with Lobbyists	Requirements relating to communicating to Ministerial Staff	Other	Provide new employees with written information as part of the induction process	Provide new employees with interactive or face-to-face information	Require new employees to verify that they have read, understand and commit to your agency's code of conduct	Reinforce conduct and ethical obligations when conducting regular performance management reviews	Provide regular information sessions for employees	Provide employees with information about conduct and integrity matters via electronic or hard copy newsletters or bulletins	Provide managers / supervisors with information or training about their role in upholding the Principles, Code of Ethics and the agency code of conduct	Include this information in job descriptions	Promote this information on your agency intranet website	Other	Number of sessions conducted in 2011-12	Number of participants in 2011-12	Total number of current Corporate Executive Group members	Number who have completed AEDM training since 2008	Facilitated workshops / seminar conducted by in-house trainers
		Medium	Medium	No response	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✗	-	-	4	3	✗	✗	✗
Perth Market	Small	Medium	Medium	No response	✓	✓	✓	✓	✓	✗	✓	✓	✓	✗	-	-	4	3	✗	✗	✗	✗
Pilbara Dev	Very small	High	High	Not covered	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	1	4	3	3	✗	✗	✗	✓
Pilbara Institute	Small	Low	Medium	No response	✓	✓	✓	✓	✗	✓	✓	✓	✗	-	-	6	3	✗	✗	✓	✓	
Planning	Medium	High	High	No response	✓	✓	✓	✗	✗	✗	✗	✓	✗	✗	13	110	6	6	✓	✗	✗	✗
Police	Large	High	High	No response	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	697	3	1	✓	✗	✗	✓	
Polytechnic West	Large	High	High	No response	✓	✓	✓	✓	✓	✗	✓	✓	✗	4	230	8	8	✗	✓	✓	✗	
Port Hedland Port	Schedule 1	High	High	No response	✓	✓	✓	✓	✗	✗	✗	✓	✓	✓	2	8	10	6	✗	✗	✗	✓
Potato Marketing	Very small	High	High	No response	✓	✓	✓	✗	✗	✗	✓	✓	✗	✗	-	-	-	-	✗	✗	✗	✓
Premier & Cabinet	Medium	High	High	No response	✓	✓	✓	✓	✗	✓	✓	✓	✓	9	157	12	7	✗	✓	✗	✗	
PSC	Small	High	High	No response	✓	✓	✓	✗	✗	✗	✗	✗	✓	3	31	7	7	✓	✗	✗	✗	
Public Prosecutions	Medium	Not covered	Low	High	✓	✗	✓	✓	✗	✗	✗	✓	✗	✓	-	-	-	-	✗	✗	✗	✗
Public Transport	Large	High	High	No response	✓	✓	✓	✓	✗	✓	✓	✗	✓	-	-	-	43	✗	✗	✗	✓	
Racing & Wagering	Schedule 1	Low	Low	No response	✓	✓	✗	✗	✗	✗	✗	✗	✗	-	-	-	-	✗	✗	✗	✗	
Racing, Gaming & Liquor	Small	High	Not covered	High	✓	✓	✓	✗	✗	✗	✓	✗	✓	✗	2	40	4	3	✗	✓	✗	✗
Regional Dev & Lands	Medium	High	High	No response	✓	✓	✓	✓	✗	✓	✓	✗	✓	6	102	9	7	✗	✓	✗	✗	
Rottneest Island	Small	High	High	Not covered	✓	✓	✓	✗	✗	✓	✗	✓	✓	1	14	7	3	✗	✓	✗	✗	
SCSA	Small	Not covered	High	No response	✓	✓	✓	✗	✗	✓	✓	✗	✓	1	25	5	5	✗	✓	✗	✗	
Small Business	Small	Medium	High	No response	✓	✓	✗	✓	✓	✗	✗	✓	✓	3	47	4	8	✗	✓	✗	✗	
South West Dev	Small	High	High	No response	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	-	-	-	-	✗	✓	✗	✗
South West IT	Medium	High	High	No response	✓	✗	✓	✗	✗	✗	✗	✗	✗	-	-	4	4	✗	✗	✓	✗	

Agency	Group	3. Which of the following conduct and integrity issues and supporting materials have been addressed within your agency's code of conduct, policies or procedures, and how highly do you rate their importance to your agency?			4. What measures do you have in place to ensure that all employees are familiar with the WA Public Sector Code of Ethics and your agency's code of conduct?										5. Please provide information on Accountable and Ethical Decision Making (AEDM) training conducted during 2011-12.		6. Please indicate the proportion of your current Corporate Executive who has completed AEDM training since it was first launched in 2008.		7. How was the AEDM training delivered to staff in 2011-12?			
					Contact with Lobbyists	Requirements relating to communicating to Ministerial Staff	Other	Provide new employees with written information as part of the induction process	Provide new employees with interactive or face-to-face information	Require new employees to verify that they have read, understand and commit to your agency's code of conduct	Reinforce conduct and ethical obligations when conducting regular performance management reviews	Provide regular information sessions for employees	Provide employees with information about conduct and integrity matters via electronic or hard copy newsletters or bulletins	Provide managers / supervisors with information or training about their role in upholding the Principles, Code of Ethics and the agency code of conduct	Include this information in job descriptions	Promote this information on your agency intranet website	Other	Number of sessions conducted in 2011 -12	Number of participants in 2011 -12	Total number of current Corporate Executive Group members	Number who have completed AEDM training since 2008	Facilitated workshops / seminar conducted by in-house trainers
		High	High	No response	✓	✓	✓	✗	✓	✓	✓	✗	✓	✗	3	33	5	5	✗	✗	✗	✓
Sport & Rec	Small	High	High	No response	✓	✓	✓	✗	✓	✓	✓	✗	✓	✗	3	33	5	5	✗	✗	✗	✓
State Development	Small	High	High	Not covered	✓	✓	✗	✗	✗	✓	✓	✓	✓	✗	4	38	6	6	✗	✗	✗	✓
State Heritage	Small	Medium	High	No response	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	2	10	6	5	✗	✓	✗	✗
Synergy	Schedule 1	No response	No response	No response	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	-	-	-	-	✗	✗	✗	✗
Tourism	Small	Not covered	Medium	No response	✓	✓	✓	✗	✗	✗	✗	✗	✓	✗	4	52	6	3	✗	✓	✗	✗
Training & Workforce Dev	Medium	Medium	High	No response	✓	✓	✓	✓	✗	✓	✓	✗	✓	✗	111	111	6	6	✗	✗	✓	✗
Transport (Dept)	Large	High	High	No response	✓	✓	✗	✓	✗	✓	✓	✗	✓	✗	-	-	7	7	✗	✗	✓	✗
Treasury (Dept)	Medium	High	High	No response	✓	✓	✗	✗	✗	✓	✓	✗	✓	✗	10	19	6	-	✓	✗	✗	✗
Treasury Corp	Schedule 1	High	High	Not covered	✓	✓	✗	✓	✗	✓	✗	✓	✓	✗	1	12	3	3	✗	✗	✓	✗
VenuesWest	Medium	Medium	High	No response	✓	✓	✓	✓	✗	✗	✓	✗	✓	✗	8	121	8	100	✓	✓	✓	✗
Verve Energy	Schedule 1	Low	Medium	No response	✓	✗	✗	✗	✗	✗	✗	✗	✓	✗	-	-	-	-	✗	✗	✗	✗
WA College of Teaching	Small	Low	Not covered	No response	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	-	-	4	1	✗	✗	✗	✗
WAIRC	Small	Low	Medium	No response	✓	✓	✓	✓	✗	✗	✓	✗	✓	✗	6	6	4	4	✗	✓	✗	✗
Water (Dept)	Medium	High	High	No response	✓	✗	✗	✓	✗	✗	✗	✗	✗	✗	180	180	5	5	✗	✗	✓	✗
Water Corp	Schedule 1	Not covered	High	High	✓	✓	✓	✓	✗	✓	✗	✓	✓	✗	-	-	9	1	✗	✗	✗	✗
West Coast IT	Medium	High	High	No response	✗	✓	✓	✓	✓	✓	✓	✗	✓	✗	117	117	9	9	✗	✗	✓	✗
Western Power	Schedule 1	Medium	Medium	No response	✓	✗	✓	✓	✗	✓	✗	✗	✓	✓	-	-	-	-	✗	✗	✗	✗
Wheatbelt Dev	Very small	Not covered	High	No response	✓	✓	✓	✓	✗	✗	✗	✗	✓	✗	-	-	3	2	✗	✗	✗	✓
WorkCover	Small	Not covered	High	No response	✓	✗	✓	✗	✗	✓	✗	✗	✓	✓	35	35	7	13	✗	✗	✓	✗
Zoo	Small	Medium	High	No response	✓	✗	✗	✓	✗	✗	✓	✓	✓	✓	-	-	5	5	✗	✗	✗	✗

Agency	Group	8. What strategies are in place in your agency to encourage employee reporting of wrongdoing?									9. How do you ensure wrongdoing is investigated, and where appropriate, action taken?							
		The CEO has publicised his / her commitment to the reporting of wrongdoing in the code of conduct or within policies and/or other employee communications	The reporting of wrongdoing is covered in the code of conduct or in policy that is accessible to employees	The organisation communicates to its employees about how to report wrongdoing (e.g. employee newsletters, emails)	The code or relevant policy contains a statement that victimisation of those reporting wrongdoing will not be tolerated	Public interest disclosure internal procedures are published and accessible to employees	The names of who to report wrongdoing to are published and accessible to employees	A confidential phone or email service has been set up to encourage the reporting of wrongdoing	Managers receive training in how to manage reports of wrongdoing	Other	The code of conduct outlines how allegations of wrongdoing will be managed and investigated	The organisation has a policy outlining how wrongdoing will be managed and investigated	A position or section within the organisation is responsible for managing and investigating allegations of wrongdoing	Managers are trained in how to receive reports of wrongdoing and are aware of who to refer it to for further investigation	Managers are trained in how to conduct or oversee an investigation	Public Interest Disclosure Officers attend PSC training to ensure they understand their obligations under the Public Interest Disclosure Act 2003	No process is in place to ensure wrongdoing is investigated	Other
Agriculture & Food	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	✓	✓	✓	✓	✓	✓	×	×
Albany Port	Schedule 1	Yes - partially	Yes - fully	Yes - fully	Being developed	Being developed	Yes - fully	No	No	No response	✓	✓	✓	×	×	×	×	×
Animal Resources	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	✓	✓	✓	×	×
Architects Board	Very small	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	×	✓	✓	✓	×	✓	×	×
Attorney General	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	✓	✓	✓	✓	✓	✓	×	×
Auditor General	Small	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response	×	✓	✓	×	×	✓	×	×
Botanic Gardens	Small	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Being developed	No response	×	✓	✓	×	×	✓	×	×
Broome Port	Schedule 1	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	✓	✓	✓	×	×	×	×	×
Bunbury Port	Schedule 1	Yes - partially	Being developed	Being developed	Yes - partially	Yes - partially	Yes - partially	No	No	No response	×	×	×	×	×	×	×	✓
Bunbury Water	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	×	×	✓	✓	✓	✓	×	×
Burswood Park	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	×	✓	✓	✓	✓	×	×	×
Busselton Water	Small	No	No	No	Yes - fully	Yes - partially	No	No	No	No response	✓	✓	✓	×	×	×	×	×
C Y O'Connor Institute	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Being developed	No response	×	✓	✓	×	×	✓	×	×
CCC	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	×	✓	✓	✓	✓	✓	×	×
Central IT	Large	Yes - fully	Yes - partially	No	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	×	✓	✓	✓	×	✓	×	×
Challenger IT	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	✓	✓	✓	×	×	×	×	×
Chem Centre	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Being developed	No response	✓	✓	✓	×	×	×	×	×
Child Protection	Large	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	×	✓	✓	×	×	✓	×	×
Children & Young People	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	✓	✓	✓	✓	×	×	×	✓
CHSHA	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	×	✓	✓	✓	×	✓	✓	✓

Agency	Group	8. What strategies are in place in your agency to encourage employee reporting of wrongdoing?									9. How do you ensure wrongdoing is investigated, and where appropriate, action taken?							
		The CEO has publicised his / her commitment to the reporting of wrongdoing in the code of conduct or within policies and/or other employee communications	The reporting of wrongdoing is covered in the code of conduct or in policy that is accessible to employees	The organisation communicates to its employees about how to report wrongdoing (e.g. employee newsletters, emails)	The code or relevant policy contains a statement that victimisation of those reporting wrongdoing will not be tolerated	Public interest disclosure internal procedures are published and accessible to employees	The names of who to report wrongdoing to are published and accessible to employees	A confidential phone or email service has been set up to encourage the reporting of wrongdoing	Managers receive training in how to manage reports of wrongdoing	Other	The code of conduct outlines how allegations of wrongdoing will be managed and investigated	The organisation has a policy outlining how wrongdoing will be managed and investigated	A position or section within the organisation is responsible for managing and investigating allegations of wrongdoing	Managers are trained in how to receive reports of wrongdoing and are aware of who to refer it to for further investigation	Managers are trained in how to conduct or oversee an investigation	Public Interest Disclosure Officers attend PSC training to ensure they understand their obligations under the Public Interest Disclosure Act 2003	No process is in place to ensure wrongdoing is investigated	Other
CITF	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Being developed	No	Being developed	No response	✓	✓	✓	x	x	x	x	x
Commerce	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	x	✓	✓	✓	x	✓	x	x
Communities	Medium	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Being developed	Yes - partially	No	Yes - partially	No response	✓	✓	✓	x	x	✓	x	x
Corrective Services	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	✓	✓	✓	✓	✓	✓	✓	✓
Culture and the Arts	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No	No response	✓	✓	✓	x	x	✓	x	x
Custodial Services	Very small	No	Yes - fully	No	No response	No response	No response	No	No response	No response	✓	✓	✓	x	x	✓	x	✓
Dampier Port	Schedule 1	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No response	x	✓	✓	x	x	✓	x	x
Disability Services	Large	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	x	✓	✓	✓	x	✓	x	x
Drug & Alcohol	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Being developed	No response	✓	✓	✓	x	x	✓	x	x
Durack IT	Medium	Yes - partially	Yes - partially	No	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	x	✓	x	✓	x	x	x	✓
Educ Services	Small	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	No	Being developed	No response	✓	✓	✓	x	x	x	x	x
Education	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	✓	✓	✓	✓	x	✓	x	x
Electoral Comm	Small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No	No	No response	✓	x	✓	x	x	✓	x	x
Env & Conservation	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	✓	✓	✓	✓	x	✓	x	x
Environment Protection	Small	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	No	Being developed	No response	✓	x	✓	x	x	✓	x	x
Equal Opp	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	✓	✓	✓	x	x
ERA	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	x	✓	✓	✓	x	✓	x	x
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x
FESA	Large	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - partially	Being developed	No response	x	✓	✓	x	x	✓	x	x
Finance	Large	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	✓	x	✓	x	x

Agency	Group	8. What strategies are in place in your agency to encourage employee reporting of wrongdoing?									9. How do you ensure wrongdoing is investigated, and where appropriate, action taken?							
		The CEO has publicised his / her commitment to the reporting of wrongdoing in the code of conduct or within policies and/or other employee communications	The reporting of wrongdoing is covered in the code of conduct or in policy that is accessible to employees	The organisation communicates to its employees about how to report wrongdoing (e.g. employee newsletters, emails)	The code or relevant policy contains a statement that victimisation of those reporting wrongdoing will not be tolerated	Public interest disclosure internal procedures are published and accessible to employees	The names of who to report wrongdoing to are published and accessible to employees	A confidential phone or email service has been set up to encourage the reporting of wrongdoing	Managers receive training in how to manage reports of wrongdoing	Other	The code of conduct outlines how allegations of wrongdoing will be managed and investigated	The organisation has a policy outlining how wrongdoing will be managed and investigated	A position or section within the organisation is responsible for managing and investigating allegations of wrongdoing	Managers are trained in how to receive reports of wrongdoing and are aware of who to refer it to for further investigation	Managers are trained in how to conduct or oversee an investigation	Public Interest Disclosure Officers attend PSC training to ensure they understand their obligations under the Public Interest Disclosure Act 2003	No process is in place to ensure wrongdoing is investigated	Other
Fisheries	Medium	Yes - partially	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - partially	No	Being developed	Yes - fully	✓	x	x	✓	x	x	x	✓
Forest Products	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No response	✓	✓	✓	✓	x	✓	x	x
Fremantle Port	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	✓	✓	✓	x	x
Gascoyne Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No	No response	✓	✓	✓	x	x	x	x	x
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x
GESB	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	✓	✓	✓	✓	x	✓	x	x
Gold Corporation	Schedule 1	No response	Yes - fully	No response	No response	No response	Yes - fully	No response	No response	Yes - fully	✓	x	x	x	x	✓	x	x
GoldEsp Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	✓	✓	x	✓	x	✓	x	x
Gr Southern Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	x	✓	✓	x	x	✓	✓
Great Southern IT	Medium	Being developed	Yes - fully	Being developed	Yes - fully	Yes - fully	Being developed	No	No	No response	✓	✓	✓	x	✓	✓	x	x
Greyhound Racing	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	x	✓	x	x	x	x	x	x
HaDSCO	Very small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No	No	Being developed	No response	x	x	✓	x	✓	✓	x	x
Health	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	✓	✓	✓	✓	✓	✓	✓	✓
Healthway	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	x	✓	✓	✓	x	✓	x	x
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x
Housing	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	x	✓	✓	✓	x	✓	x	x
Independ Mkt Op	Schedule 1	Yes - fully	Yes - fully	Yes - fully	No	No	Yes - fully	No	No	No response	✓	x	x	x	x	✓	x	✓
Indigenous Affairs	Small	Yes - partially	Yes - fully	Yes - partially	Being developed	Being developed	Being developed	No	No	No response	✓	✓	✓	x	x	✓	x	x
Info Commissioner	Very small	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	No	No	Yes - fully	x	x	✓	x	x	x	x	x
Insurance Comm	Medium	No	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	No	No	No response	x	✓	✓	x	x	x	x	x



Agency	Group	8. What strategies are in place in your agency to encourage employee reporting of wrongdoing?									9. How do you ensure wrongdoing is investigated, and where appropriate, action taken?							
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Kimberley Dev	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	✓	✓	✓	✓	✓	×	×	✓
Kimberley TI	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	✓	✓	×	×	×
LandCorp	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	×	✓	✓	×	×	✓	×	×
Landgate	Medium	Being developed	Being developed	No	Yes - partially	Yes - fully	Yes - fully	No	Yes - partially	No response	×	✓	✓	×	×	✓	×	✓
Law Reform	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	×	✓	×	×	×	×	×	×
Legal Aid	Medium	Yes - fully	Yes - partially	No	Yes - fully	Yes - fully	Yes - fully	No	No	No response	×	✓	✓	×	×	×	×	✓
Legal Prac	Small	Yes - partially	No	No	Yes - fully	Yes - fully	Yes - fully	No	Being developed	No response	×	✓	✓	×	×	✓	×	×
Local Govt	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	✓	✓	✓	✓	×	✓	×	×
Lotterywest	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	✓	×	✓	×	×
Main Roads	Large	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - fully	No	Yes - fully	Yes - fully	No response	×	✓	✓	✓	✓	✓	×	×
Meat Auth	Very small	Yes - fully	Yes - partially	No	Yes - fully	Yes - partially	Yes - partially	No	No	No response	✓	✓	✓	×	✓	×	×	×
Mental Health	Small	Yes - fully	Yes - partially	Being developed	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Being developed	No response	×	✓	✓	×	×	✓	×	×
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	×	×	×	×	×	×	×	×
Metro Cemeteries	Small	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	×	✓	✓	✓	×	✓	×	✓
Metro Redev	Small	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	No	Being developed	No response	×	×	✓	×	×	×	×	×
Mid West Dev	Very small	No	Yes - fully	Yes - partially	No	Yes - partially	Yes - partially	No	No	No response	×	✓	✓	×	×	×	✓	✓
Mines & Petroleum	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No response	✓	✓	✓	✓	×	✓	×	✓
National Trust	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	✓	✓	✓	×	×
Ombudsman	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	✓	✓	✓	✓	✓	✓	×	×
Peel Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Being developed	No response	✓	✓	✓	✓	✓	✓	×	×

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Perth Market	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	✓	✓	✓	✓	×	×	×	×
Pilbara Dev	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Being developed	No response	×	✓	✓	×	×	✓	×	×
Pilbara Institute	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No	Yes - partially	No response	✓	✓	✓	✓	×	✓	×	×
Planning	Medium	Yes - partially	Yes - fully	Being developed	Yes - partially	Yes - fully	Yes - partially	No	Being developed	No response	×	✓	×	×	×	✓	×	×
Police	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	✓	✓	✓	✓	✓	✓	✓	✓
Polytechnic West	Large	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	✓	✓	✓	✓	✓	✓	×	×
Port Hedland Port	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	No response	×	✓	✓	×	✓	×	×	×
Potato Marketing	Very small	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No response	No response	No response	✓	✓	×	×	×	×	×	×
Premier & Cabinet	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	×	✓	×	×	✓
PSC	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	✓	✓	✓	×	×	✓	×	×
Public Prosecutions	Medium	No response	Yes - partially	No	Yes - partially	Yes - fully	Being developed	No	No	No response	×	×	×	×	×	✓	×	×
Public Transport	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	✓	×	✓	×	×
Racing & Wagering	Schedule 1	No	Yes - fully	Yes - partially	Yes - fully	Being developed	Yes - fully	No	No	No response	×	✓	×	×	×	×	×	×
Racing, Gaming & Liquor	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	×	×	✓	×	×
Regional Dev & Lands	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Being developed	Yes - fully	No	Yes - partially	No response	✓	✓	✓	✓	×	✓	×	×
Rottnest Island	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	×	✓	✓	×	×	✓	×	✓
SCSA	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	✓	✓	✓	✓	×	✓	×	×
Small Business	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	×	✓	✓	✓	×	✓	×	×
South West Dev	Small	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	No	No	No response	✓	✓	✓	✓	×	×	×	×
South West IT	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	✓	✓	✓	×	×	×	×	×

Agency	Group	8. What strategies are in place in your agency to encourage employee reporting of wrongdoing?									9. How do you ensure wrongdoing is investigated, and where appropriate, action taken?								
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Sport & Rec	Small	Yes - fully	Yes - partially	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	✓	✓	✓	✓	×	✓	×	×	
State Development	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Being developed	No response	✓	✓	✓	×	×	✓	×	×	
State Heritage	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	✓	✓	✓	✓	×	✓	×	×	
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	×	×	×	×	×	×	×	×	
Tourism	Small	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No response	Yes - fully	×	×	✓	×	×	×	×	×	
Training & Workforce Dev	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	No response	×	✓	✓	✓	×	✓	×	×	
Transport (Dept)	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	✓	✓	✓	✓	×	✓	×	×	
Treasury (Dept)	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	✓	✓	✓	✓	×	✓	×	✓	
Treasury Corp	Schedule 1	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No	✓	✓	✓	✓	✓	✓	×	×	
VenuesWest	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	No	No response	✓	×	✓	×	×	✓	×	×	
Verve Energy	Schedule 1	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	Yes - fully	✓	×	×	×	×	×	×	✓	
WA College of Teaching	Small	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	✓	✓	✓	×	×	×	×	×	
WAIRC	Small	Yes - fully	Yes - fully	No	Being developed	Yes - fully	Yes - fully	No	Being developed	No response	×	×	×	×	×	✓	×	×	
Water (Dept)	Medium	Being developed	Yes - partially	No	Yes - partially	Yes - fully	Yes - partially	No	No	No response	×	✓	✓	×	×	✓	×	×	
Water Corp	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	×	✓	✓	×	×	✓	×	×	
West Coast IT	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No response	✓	✓	✓	✓	×	×	×	×	
Western Power	Schedule 1	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	✓	✓	×	×	×	✓	×	×	
Wheatbelt Dev	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	No	No	No response	✓	✓	✓	×	×	✓	×	×	
WorkCover	Small	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	No	No	No	×	×	✓	×	×	✓	×	×	
Zoo	Small	Yes - fully	Yes - fully	No	No	Yes - fully	No	No	No	No response	×	✓	✓	✓	×	✓	×	✓	

Agency	Group	10. Which of the following approaches have been used in the last year to monitor or assess your compliance with the WA Public Sector Code of Ethics or your agency's code of conduct?										11. Did your agency have any of the following mechanisms in place during 2011–12 to ensure employees are assessed on how they demonstrate and consistently apply the values articulated through your agency's code of conduct?					12. Have you designated an occupant/s of a specified position/s in your authority to receive disclosures of public interest information (PID Officer/s)?	14. Have you prepared and published internal procedures relating to the public interest disclosure process in your authority?	15. Which of the following measures have been used in the last year to ensure your authority complies with the PID Act?							16. Has your agency received any allegations of non-compliance with the Public Interest Disclosure Act 2003?
		Internal reviews and audits were conducted (e.g. audits of procurement decisions, gifts and benefits registers, conflict of interest declarations)	External reviews or audits (e.g. audits conducted by a central agency OAG, PSC)	Employee feedback through formal surveys	Information obtained through established employee consultative committees	Employee feedback through performance management	Employee feedback during exit interviews	Analysis of complaints or issues raised about non-compliance	Regular Corporate Executive monitoring of outcomes	Other	Assessment of application of the values is required to be included in performance assessments	Regular use of multi-source feedback (e.g. 360 degree assessments)	Monitoring of senior leaders' role in embedding the values (e.g. through staff surveys)	Use of customer or community feedback information	Other	Ensure internal procedures are accessible			Ensure employees attend PID awareness training	Distributed the PID DVD	Ensure PID Officer/s attend PSC's PID Officer training	Publish the name/s of your authority's PID Officer/s	Publish PSC's PID advice and referral line number	Monitor allegations of non-compliance with the PID Act	Other	
Agriculture & Food	Large	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✗	Yes	Yes	✓	✗	✗	✓	✓	✓	✗	✗	✗	Yes
Albany Port	Schedule 1	✗	✗	✗	✓	✓	✗	✗	✗	✗	✗	✗	✗	✗	Yes	No	✓	✗	✗	✗	✗	✗	✗	✗	No	
Animal Resources	Small	✗	✓	✗	✗	✓	✗	✗	✗	✓	✓	✓	✗	Yes	Yes	✓	✓	✓	✗	✓	✗	✗	✓	✓	No	
Architects Board	Very small	✗	✓	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	Yes	Yes	✓	✗	✗	✗	✗	✗	✗	✗	✗	No	
Attorney General	Large	✓	✓	✓	✓	✓	✓	✓	✗	✗	✗	✓	✗	Yes	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✗	No	
Auditor General	Small	✓	✓	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✗	Yes	Yes	✓	✗	✗	✓	✓	✓	✓	✗	No	
Botanic Gardens	Small	✓	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	Yes	Yes	✓	✗	✗	✗	✓	✗	✗	✗	✗	No	
Broome Port	Schedule 1	✗	✓	✗	✗	✗	✓	✗	✗	✗	✗	✗	✓	✗	Yes	Yes	✓	✗	✗	✗	✓	✗	✗	✗	No	
Bunbury Port	Schedule 1	✓	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✓	✗	Yes	No	✓	✗	✗	✗	✗	✗	✗	✓	No	
Bunbury Water	Small	✓	✗	✓	✓	✓	✓	✓	✗	✗	✓	✓	✗	Yes	Yes	✓	✓	✗	✓	✓	✓	✗	✓	✗	No	
Burswood Park	Very small	✓	✓	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	Yes	Yes	✓	✗	✗	✗	✓	✗	✗	✗	✗	No	
Busseton Water	Small	✓	✓	✓	✗	✓	✓	✓	✗	✗	✓	✗	✓	✗	Yes	No	✓	✗	✗	✗	✓	✗	✓	✗	No	
C Y O'Connor Institute	Small	✗	✗	✗	✓	✓	✓	✗	✗	✗	✗	✗	✗	Yes	Yes	✓	✗	✗	✗	✓	✓	✗	✗	✗	No	
CCC	Small	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓	✓	✗	Yes	Yes	✓	✓	✗	✓	✓	✗	✗	✗	✗	No	
Central IT	Large	✓	✗	✗	✗	✗	✓	✓	✗	✗	✗	✗	✓	✗	Yes	Yes	✓	✗	✗	✗	✓	✓	✓	✗	No	
Challenger IT	Medium	✗	✗	✗	✗	✓	✗	✓	✗	✓	✗	✗	✗	✗	Yes	Yes	✓	✗	✗	✗	✗	✗	✗	✓	No	
Chem Centre	Small	✗	✓	✓	✗	✗	✓	✗	✗	✓	✗	✗	✗	Yes	Yes	✓	✓	✓	✓	✓	✓	✓	✗	✗	No	
Child Protection	Large	✗	✗	✗	✓	✗	✗	✓	✗	✗	✗	✗	✗	Yes	Yes	✓	✗	✗	✗	✓	✗	✓	✓	✗	No	
Children & Young People	Very small	✓	✗	✓	✗	✓	✗	✓	✓	✗	✗	✗	✓	Yes	Yes	✓	✗	✗	✗	✓	✗	✗	✓	✓	No	
CHSHA	Small	✗	✗	✗	✗	✓	✓	✓	✓	✓	✗	✗	✓	✗	Yes	Yes	✗	✗	✓	✓	✓	✓	✓	✓	No	

Agency	Group	10. Which of the following approaches have been used in the last year to monitor or assess your compliance with the WA Public Sector Code of Ethics or your agency's code of conduct?										11. Did your agency have any of the following mechanisms in place during 2011–12 to ensure employees are assessed on how they demonstrate and consistently apply the values articulated through your agency's code of conduct?					12. Have you designated an occupant/s of a specified position/s in your authority to receive disclosures of public interest information (PID Officer/s)?	14. Have you prepared and published internal procedures relating to the public interest disclosure process in your authority?	15. Which of the following measures have been used in the last year to ensure your authority complies with the PID Act?								16. Has your agency received any allegations of non-compliance with the Public Interest Disclosure Act 2003?
		Internal reviews and audits were conducted (e.g. audits of procurement decisions, gifts and benefits registers, conflict of interest declarations)	External reviews or audits (e.g. audits conducted by a central agency OAG, PSC)	Employee feedback through formal surveys	Information obtained through established employee consultative committees	Employee feedback through performance management	Employee feedback during exit interviews	Analysis of complaints or issues raised about non-compliance	Regular Corporate Executive monitoring of outcomes	Other	Assessment of application of the values is required to be included in performance assessments	Regular use of multi-source feedback (e.g. 360 degree assessments)	Monitoring of senior leaders' role in embedding the values (e.g. through staff surveys)	Use of customer or community feedback information	Other	Ensure internal procedures are accessible			Ensure employees attend PID awareness training	Distributed the PID DVD	Ensure PID Officer/s attend PSC's PID Officer training	Publish the name/s of your authority's PID Officer/s	Publish PSC's PID advice and referral line number	Monitor allegations of non-compliance with the PID Act	Other		
																										Yes	
CITF	Very small	✓	✓	×	×	✓	×	×	×	×	✓	✓	×	✓	×	Yes	Yes	✓	×	✓	×	×	✓	×	×	No	
Commerce	Medium	✓	×	×	×	×	×	✓	×	×	✓	×	×	×	×	Yes	Yes	✓	×	×	×	✓	✓	×	×	No	
Communities	Medium	×	✓	×	×	×	×	✓	×	×	×	×	×	✓	Yes	No response	×	×	×	×	×	×	×	×	×	No response	
Corrective Services	Large	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	Yes	Yes	✓	✓	✓	✓	✓	✓	✓	✓	×	No	
Culture and the Arts	Medium	✓	×	✓	×	✓	×	×	×	×	✓	×	×	×	Yes	Yes	✓	×	×	✓	✓	✓	✓	×	×	No	
Custodial Services	Very small	✓	✓	×	×	✓	✓	×	✓	×	×	×	×	×	Yes	Yes	✓	×	×	×	✓	×	✓	×	×	No	
Dampier Port	Schedule 1	✓	✓	×	×	✓	✓	✓	×	×	✓	×	×	×	No response	Yes	✓	×	×	✓	×	×	✓	✓	✓	No	
Disability Services	Large	✓	✓	✓	×	✓	✓	✓	×	×	✓	✓	×	×	Yes	Yes	✓	×	×	✓	✓	✓	✓	✓	×	No	
Drug & Alcohol	Small	✓	×	✓	×	✓	×	✓	×	×	×	✓	×	×	Yes	Yes	✓	×	✓	✓	✓	×	✓	×	×	No	
Durack IT	Medium	✓	✓	✓	×	✓	×	×	×	×	✓	×	✓	×	Yes	Yes	✓	×	×	×	✓	✓	×	×	×	No	
Educ Services	Small	✓	✓	×	×	✓	×	✓	×	×	✓	×	×	×	Yes	Yes	✓	×	×	×	✓	✓	✓	×	×	No	
Education	Large	✓	✓	×	×	✓	✓	✓	×	×	✓	×	×	×	Yes	Yes	✓	×	×	✓	✓	×	✓	×	×	No	
Electoral Comm	Small	×	×	×	×	✓	×	✓	✓	×	×	×	✓	×	Yes	Yes	✓	×	×	×	✓	×	✓	✓	✓	No	
Env & Conservation	Large	✓	✓	×	×	×	×	×	✓	×	×	×	×	✓	Yes	Yes	✓	×	✓	×	✓	×	✓	×	×	No	
Environment Protection	Small	✓	×	×	×	✓	✓	✓	×	×	✓	×	✓	×	Yes	Yes	✓	×	×	×	✓	×	✓	×	×	No	
Equal Opp	Small	×	×	×	×	×	×	✓	✓	×	×	×	×	×	Yes	Yes	✓	✓	×	✓	✓	✓	✓	×	×	No	
ERA	Small	×	×	×	×	×	✓	×	×	×	×	×	✓	×	Yes	Yes	✓	×	✓	×	✓	✓	✓	×	×	No	
Esperance Port	Schedule 1	×	×	×	×	×	×	×	×	×	×	×	×	×	No	No	✓	×	×	×	×	×	×	×	×	No	
FESA	Large	✓	✓	✓	✓	✓	✓	✓	×	×	×	×	×	×	Yes	Yes	✓	×	×	×	×	×	✓	×	×	No	
Finance	Large	✓	×	×	×	✓	×	✓	×	×	✓	✓	✓	×	Yes	Yes	✓	✓	×	✓	✓	×	×	×	×	No	

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																										Yes	
Fisheries	Medium	x	x	✓	x	x	✓	x	✓	✓	x	✓	x	x	Yes	Yes	✓	x	x	x	x	x	x	x	No		
Forest Products	Small	✓	x	x	x	x	x	x	x	✓	x	x	x	x	Yes	Yes	✓	✓	x	x	✓	✓	x	x	No		
Fremantle Port	Schedule 1	✓	x	x	x	x	✓	✓	x	x	✓	✓	x	Yes	Yes	✓	✓	✓	✓	✓	✓	✓	x	No			
Gascoyne Dev	Very small	✓	✓	x	x	✓	x	✓	x	x	x	x	✓	x	Yes	Yes	✓	x	x	x	x	x	x	No			
Geraldton Port	Schedule 1	x	x	x	x	x	x	x	x	x	x	x	x	No response	No response	x	x	x	x	x	x	x	x	No response			
GESB	Medium	✓	x	x	x	x	✓	✓	x	x	✓	x	x	Yes	Yes	✓	✓	x	x	✓	x	✓	x	No			
Gold Corporation	Schedule 1	✓	x	x	x	x	x	x	x	x	x	x	x	Yes	Yes	✓	x	x	✓	✓	x	x	x	No			
GoldEsp Dev	Very small	✓	✓	x	x	✓	x	x	x	x	x	x	x	Yes	Yes	✓	x	x	x	✓	x	x	x	No			
Gr Southern Dev	Very small	✓	✓	x	x	x	x	x	x	x	x	x	x	Yes	Yes	✓	x	x	x	✓	x	x	x	No			
Great Southern IT	Medium	✓	✓	✓	✓	✓	✓	x	x	x	✓	x	✓	Yes	Yes	✓	✓	x	✓	✓	x	✓	x	No			
Greyhound Racing	Schedule 1	x	x	x	x	x	✓	x	x	x	x	x	x	Yes	Yes	✓	x	x	x	x	x	x	x	No			
HaDSCO	Very small	✓	✓	x	✓	✓	x	✓	✓	x	✓	x	✓	Yes	No	✓	x	x	x	x	✓	x	x	No			
Health	Large	✓	✓	✓	✓	x	✓	✓	✓	✓	x	x	✓	Yes	Yes	✓	✓	x	x	✓	✓	✓	✓	No			
Healthway	Very small	x	✓	x	x	✓	✓	x	x	x	x	✓	✓	Yes	Yes	✓	x	x	✓	✓	x	✓	x	No			
Horizon Power	Schedule 1	x	x	x	x	x	x	x	x	x	x	x	x	No response	No response	x	x	x	x	x	x	x	x	No response			
Housing	Large	✓	x	✓	✓	✓	✓	✓	x	✓	✓	✓	x	Yes	Yes	✓	x	✓	x	x	✓	x	x	No			
Independ Mkt Op	Schedule 1	✓	x	✓	x	✓	x	x	x	✓	x	x	x	Yes	Yes	x	x	x	x	x	x	x	✓	No			
Indigenous Affairs	Small	x	x	x	✓	x	✓	x	x	✓	x	x	x	Yes	Yes	✓	✓	x	✓	✓	✓	✓	x	No			
Info Commissioner	Very small	✓	✓	x	x	x	x	x	x	x	x	x	x	Yes	Yes	✓	x	x	x	✓	x	x	x	No			
Insurance Comm	Medium	✓	x	x	x	x	x	x	x	✓	x	✓	✓	Yes	Yes	✓	✓	x	x	✓	✓	✓	x	No			



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																										Yes	
Kimberley Dev	Very small	✓	✓	×	×	✓	×	×	✓	×	×	✓	✓	Yes	Yes	✓	×	×	×	✓	✓	✓	✓	No			
Kimberley TI	Small	✓	✓	×	✓	✓	✓	✓	×	×	✓	×	×	Yes	Yes	✓	×	×	×	✓	×	✓	×	No			
LandCorp	Schedule 1	✓	×	×	×	×	×	✓	×	✓	×	✓	×	Yes	Yes	✓	×	×	×	✓	✓	×	×	No			
Landgate	Medium	✓	×	×	×	×	✓	×	×	×	×	×	✓	Yes	Yes	✓	✓	×	×	✓	×	×	×	No			
Law Reform	Very small	×	×	×	×	×	×	✓	×	×	×	×	×	Yes	Yes	✓	×	×	×	✓	×	✓	×	No			
Legal Aid	Medium	✓	×	×	✓	✓	✓	×	×	✓	×	×	×	Yes	No	×	×	✓	×	✓	✓	×	×	No			
Legal Prac	Small	×	×	×	×	×	✓	×	×	×	×	×	×	Yes	Yes	✓	×	×	✓	×	×	✓	×	No			
Local Govt	Small	✓	×	×	×	✓	×	×	×	✓	×	×	✓	Yes	Yes	×	×	×	✓	✓	×	×	×	Yes			
Lotterywest	Small	✓	✓	×	✓	✓	×	✓	×	✓	×	×	✓	Yes	Yes	✓	✓	×	×	✓	×	×	×	No			
Main Roads	Large	✓	✓	×	✓	✓	×	✓	×	✓	✓	✓	×	Yes	Yes	✓	✓	×	✓	✓	×	✓	✓	No			
Meat Auth	Very small	✓	×	×	×	×	×	✓	×	×	×	×	×	Yes	Yes	×	×	×	×	×	×	×	×	No			
Mental Health	Small	×	✓	✓	×	✓	✓	×	×	×	×	✓	×	Yes	No	×	×	×	✓	✓	×	×	×	No			
MERIWA	Very small	×	×	×	×	×	×	×	×	×	×	×	×	No response	No response	×	×	×	×	×	×	×	×	No response			
Metro Cemeteries	Small	✓	✓	✓	×	×	✓	×	×	×	×	×	✓	Yes	Yes	✓	✓	✓	✓	✓	✓	✓	✓	No			
Metro Redev	Small	✓	×	×	×	×	×	×	×	×	×	×	×	No	No	×	×	×	×	×	×	×	×	No			
Mid West Dev	Very small	✓	×	×	×	×	×	×	×	×	×	✓	✓	Yes	Yes	✓	×	×	×	✓	×	×	×	No			
Mines & Petroleum	Medium	✓	✓	✓	✓	✓	✓	×	×	×	×	×	✓	Yes	Yes	✓	✓	✓	✓	✓	✓	✓	×	Yes			
National Trust	Small	✓	✓	✓	✓	✓	✓	×	×	✓	×	✓	×	Yes	Yes	✓	✓	✓	✓	✓	✓	✓	×	No			
Ombudsman	Small	✓	✓	✓	✓	✓	✓	✓	×	✓	×	✓	×	Yes	Yes	✓	✓	×	✓	✓	✓	✓	×	No			
Peel Dev	Very small	✓	×	×	×	✓	✓	×	✓	×	×	×	×	Yes	Yes	✓	×	×	✓	×	✓	×	×	No			

Agency	Group	10. Which of the following approaches have been used in the last year to monitor or assess your compliance with the WA Public Sector Code of Ethics or your agency's code of conduct?										11. Did your agency have any of the following mechanisms in place during 2011–12 to ensure employees are assessed on how they demonstrate and consistently apply the values articulated through your agency's code of conduct?					12. Have you designated an occupant/s of a specified position/s in your authority to receive disclosures of public interest information (PID Officer/s)?	14. Have you prepared and published internal procedures relating to the public interest disclosure process in your authority?	15. Which of the following measures have been used in the last year to ensure your authority complies with the PID Act?								16. Has your agency received any allegations of non-compliance with the Public Interest Disclosure Act 2003?
		Internal reviews and audits were conducted (e.g. audits of procurement decisions, gifts and benefits registers, conflict of interest declarations)	External reviews or audits (e.g. audits conducted by a central agency OAG, PSC)	Employee feedback through formal surveys	Information obtained through established employee consultative committees	Employee feedback through performance management	Employee feedback during exit interviews	Analysis of complaints or issues raised about non-compliance	Regular Corporate Executive monitoring of outcomes	Other	Assessment of application of the values is required to be included in performance assessments	Regular use of multi-source feedback (e.g. 360 degree assessments)	Monitoring of senior leaders' role in embedding the values (e.g. through staff surveys)	Use of customer or community feedback information	Other	Ensure internal procedures are accessible			Ensure employees attend PID awareness training	Distributed the PID DVD	Ensure PID Officer/s attend PSC's PID Officer training	Publish the name/s of your authority's PID Officer/s	Publish PSC's PID advice and referral line number	Monitor allegations of non-compliance with the PID Act	Other		
																										Yes	
Perth Market	Small	✓	✓	×	✓	✓	✓	✓	×	×	✓	×	×	Yes	Yes	✓	✓	×	×	✓	✓	✓	×	No			
Pilbara Dev	Very small	✓	×	×	×	✓	✓	×	✓	×	×	×	✓	×	Yes	Yes	✓	×	×	×	✓	×	×	×	No		
Pilbara Institute	Small	✓	✓	✓	✓	✓	✓	✓	×	×	×	×	×	Yes	Yes	✓	×	×	×	✓	✓	×	×	No			
Planning	Medium	✓	×	×	×	×	✓	✓	×	×	✓	×	×	Yes	No response	✓	×	×	✓	✓	✓	✓	✓	No			
Police	Large	✓	✓	✓	✓	✓	✓	✓	×	✓	×	✓	✓	Yes	Yes	✓	×	×	✓	×	✓	✓	✓	No			
Polytechnic West	Large	✓	×	×	✓	×	×	×	✓	×	✓	×	×	Yes	Yes	✓	✓	✓	✓	✓	✓	×	×	No			
Port Hedland Port	Schedule 1	✓	×	×	×	×	✓	×	×	×	×	×	×	Yes	Yes	✓	×	×	×	✓	×	×	×	No			
Potato Marketing	Very small	✓	×	✓	×	×	×	×	×	×	×	×	×	Yes	Yes	✓	×	×	×	✓	×	×	×	No			
Premier & Cabinet	Medium	✓	✓	×	×	✓	✓	×	×	×	✓	×	×	Yes	Yes	✓	✓	✓	×	✓	✓	✓	✓	No			
PSC	Small	×	×	×	×	✓	✓	×	×	×	✓	×	×	Yes	Yes	✓	×	×	✓	✓	✓	×	×	No			
Public Prosecutions	Medium	×	×	×	×	×	×	✓	×	×	×	×	×	Yes	Yes	✓	×	×	✓	×	×	✓	✓	No			
Public Transport	Large	✓	×	×	×	×	×	✓	×	×	×	✓	×	Yes	Yes	✓	✓	×	✓	✓	✓	✓	✓	No			
Racing & Wagering	Schedule 1	×	×	×	×	×	×	✓	×	×	✓	×	×	Yes	Yes	✓	×	×	×	✓	×	×	×	No			
Racing, Gaming & Liquor	Small	✓	✓	×	×	×	×	×	×	×	×	×	×	Yes	Yes	✓	✓	×	×	✓	✓	✓	×	No			
Regional Dev & Lands	Medium	✓	✓	✓	✓	✓	×	✓	×	✓	×	✓	×	Yes	No	×	×	×	×	✓	×	×	×	No			
Rottneet Island	Small	×	✓	✓	×	×	✓	×	✓	×	×	✓	×	Yes	Yes	✓	×	×	×	✓	×	✓	×	No			
SCSA	Small	✓	×	×	×	×	×	✓	×	×	×	×	×	Yes	Yes	✓	×	✓	✓	✓	✓	✓	×	No			
Small Business	Small	✓	✓	×	×	✓	✓	×	×	×	✓	×	×	Yes	Yes	✓	×	×	×	✓	×	✓	×	No			
South West Dev	Small	✓	✓	×	×	✓	×	✓	×	×	×	×	×	Yes	Yes	✓	×	×	×	✓	×	✓	×	No			
South West IT	Medium	✓	×	×	×	×	✓	✓	×	×	×	×	✓	Yes	Yes	✓	✓	✓	×	✓	×	×	×	No			

Agency	Group	10. Which of the following approaches have been used in the last year to monitor or assess your compliance with the WA Public Sector Code of Ethics or your agency's code of conduct?										11. Did your agency have any of the following mechanisms in place during 2011–12 to ensure employees are assessed on how they demonstrate and consistently apply the values articulated through your agency's code of conduct?					12. Have you designated an occupant/s of a specified position/s in your authority to receive disclosures of public interest information (PID Officer/s)?	14. Have you prepared and published internal procedures relating to the public interest disclosure process in your authority?	15. Which of the following measures have been used in the last year to ensure your authority complies with the PID Act?							16. Has your agency received any allegations of non-compliance with the Public Interest Disclosure Act 2003?
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Sport & Rec	Small	✓	✓	×	×	×	×	✓	×	×	×	×	×	✓	Yes	Yes	✓	✓	✓	×	✓	×	✓	×	×	No
State Development	Small	✓	✓	×	×	×	✓	×	×	×	✓	×	×	×	Yes	Yes	✓	×	×	×	✓	✓	×	✓	×	No
State Heritage	Small	✓	✓	×	×	✓	×	✓	×	×	✓	×	✓	✓	Yes	Yes	✓	×	×	✓	✓	×	✓	×	×	No
Synergy	Schedule 1	×	×	×	×	×	×	×	×	×	×	×	×	×	Yes	Yes	✓	×	×	✓	✓	×	×	×	×	No
Tourism	Small	✓	✓	✓	×	×	×	×	×	×	✓	×	×	×	Yes	Yes	✓	×	×	×	✓	✓	×	×	×	No
Training & Workforce Dev	Medium	✓	×	×	×	✓	✓	✓	×	✓	×	✓	×	×	Yes	Yes	✓	✓	×	✓	✓	×	✓	×	×	No
Transport (Dept)	Large	✓	✓	×	×	×	×	✓	✓	×	×	×	×	×	Yes	Yes	✓	×	×	×	✓	✓	✓	×	×	Yes
Treasury (Dept)	Medium	✓	×	×	✓	×	×	×	×	×	✓	✓	✓	×	Yes	Yes	✓	×	×	×	✓	✓	✓	✓	✓	No
Treasury Corp	Schedule 1	✓	✓	×	×	✓	✓	×	×	×	✓	✓	✓	×	Yes	Yes	✓	×	×	×	✓	×	×	×	×	No
VenuesWest	Medium	✓	✓	×	×	×	✓	×	×	×	✓	×	×	×	Yes	Yes	✓	×	×	×	✓	×	✓	✓	✓	No
Verve Energy	Schedule 1	×	×	×	×	×	✓	×	×	✓	×	×	✓	✓	Yes	Yes	✓	✓	×	×	✓	✓	✓	✓	✓	No
WA College of Teaching	Small	✓	×	✓	×	×	×	✓	×	×	✓	×	×	×	Yes	Yes	✓	✓	✓	×	✓	✓	✓	✓	×	Yes
WAIRC	Small	×	✓	×	×	×	✓	×	×	×	×	×	×	×	Yes	Yes	✓	✓	✓	✓	✓	✓	✓	✓	×	No
Water (Dept)	Medium	✓	✓	×	×	×	×	✓	×	×	✓	×	×	×	Yes	Yes	✓	✓	×	×	×	×	×	×	×	No
Water Corp	Schedule 1	✓	×	×	×	×	×	✓	✓	×	✓	✓	✓	×	Yes	Yes	✓	×	×	✓	✓	✓	✓	×	×	Yes
West Coast IT	Medium	✓	✓	✓	✓	×	✓	✓	×	×	✓	✓	✓	×	Yes	Yes	✓	×	✓	✓	✓	✓	✓	✓	✓	No
Western Power	Schedule 1	×	×	×	×	✓	✓	✓	✓	×	✓	✓	✓	×	Yes	Yes	✓	×	✓	✓	✓	✓	✓	×	✓	No
Wheatbelt Dev	Very small	×	×	✓	✓	×	×	×	×	✓	×	✓	✓	✓	Yes	Yes	✓	×	×	×	✓	×	×	×	×	No
WorkCover	Small	✓	✓	×	×	×	×	✓	✓	×	×	×	×	×	Yes	Yes	✓	×	✓	×	✓	✓	×	×	×	No
Zoo	Small	×	×	×	×	×	✓	✓	✓	✓	✓	×	×	✓	Yes	Yes	✓	×	✓	✓	✓	✓	✓	×	✓	No

Agency	Group	18. In 2011-12, were any PIDs lodged with your agency under the Public Interest Disclosure Act 2003?	The number of PIDs lodged was:	Of the PIDs lodged with your agency, how many were assessed as:		19. Which of the following approaches have been used in the last year to monitor your compliance with the Public Sector Standards in Human Resource Management (for example: Employment, Grievance Resolution and Performance Management Standards)?										20. Within the last year, has your agency made changes to human resource policy and procedures to reflect changes to the Public Sector Standards in Human Resource Management (the introduction of the Employment Standard)?					
				Being an appropriate disclosure of public interest information (i.e. a PID)?	Not being an appropriate disclosure of public interest information (i.e. not a PID)?	No approaches were used during 2011-12	Audit of HR Policies and checklists to ensure consistency with the Standards	Internal reviews and audits of transactions / processes conducted under the Standards	External reviews or audits of transactions / processes conducted under the Standards	Staff feedback through formal surveys following recruitment processes	Staff feedback through performance management	Staff feedback during exit interviews / survey processes	Analysis of number and nature of breach claims lodged	Analysis of and action resulting from substantiated breach claims	Other	No changes to policies and procedures have been made	The agency intends to undertake a review of its policies and procedures	Draft policies and procedures have been prepared but not endorsed	Policies and procedures have been endorsed by executive	Policies and procedures have been published and communicated	Other
Agriculture & Food	Large	Yes	1	1	-	x	x	x	x	✓	✓	✓	✓	x	x	x	x	✓	x	x	x
Albany Port	Schedule 1	No	-	-	-	x	x	x	x	x	✓	✓	x	x	x	x	✓	x	x	x	x
Animal Resources	Small	No	-	-	-	x	✓	x	✓	x	✓	x	x	x	x	✓	✓	✓	x	✓	
Architects Board	Very small	No	-	-	-	x	x	x	x	x	✓	x	x	x	✓	x	x	x	x	x	x
Attorney General	Large	Yes	1	-	1	x	✓	✓	✓	✓	✓	✓	x	✓	x	x	x	✓	✓	✓	x
Auditor General	Small	Yes	1	-	1	x	✓	✓	✓	x	✓	✓	✓	x	x	x	x	x	x	✓	x
Botanic Gardens	Small	No	-	-	-	x	✓	✓	x	x	x	✓	x	x	✓	x	x	x	x	x	x
Broome Port	Schedule 1	No	-	-	-	x	x	x	x	x	x	x	x	✓	x	x	x	x	x	x	x
Bunbury Port	Schedule 1	No	-	-	-	x	✓	x	x	x	✓	✓	x	x	x	x	✓	x	x	x	x
Bunbury Water	Small	No	-	-	-	x	x	x	x	✓	✓	✓	x	x	x	x	x	✓	✓	✓	x
Burswood Park	Very small	No	-	-	-	✓	x	x	x	x	x	x	x	x	✓	x	x	x	x	x	x
Busseton Water	Small	No	-	-	-	x	✓	✓	✓	✓	✓	✓	x	x	x	x	✓	x	x	x	x
C Y O'Connor Institute	Small	No	-	-	-	x	x	x	✓	x	✓	✓	x	x	x	x	x	✓	✓	x	x
CCC	Small	Yes	1	-	1	x	x	✓	✓	x	x	✓	x	✓	✓	x	✓	✓	✓	✓	x
Central IT	Large	No	-	-	-	x	✓	x	x	x	x	✓	✓	x	x	x	x	x	x	✓	x
Challenger IT	Medium	No	-	-	-	x	✓	✓	x	x	x	✓	x	x	x	x	x	x	✓	✓	x
Chem Centre	Small	No	-	-	-	x	✓	✓	x	x	x	✓	x	x	x	x	x	✓	✓	✓	x
Child Protection	Large	No	-	-	-	x	✓	✓	x	x	x	x	x	x	x	x	✓	x	x	x	x
Children & Young People	Very small	No	-	-	-	x	x	✓	x	x	x	✓	x	x	✓	x	x	✓	✓	✓	x
CHSHA	Small	No	-	-	-	x	✓	✓	✓	x	x	✓	x	x	x	x	x	✓	✓	✓	x

Agency	Group	18. In 2011-12, were any PIDs lodged with your agency under the Public Interest Disclosure Act 2003?		The number of PIDs lodged was:		19. Which of the following approaches have been used in the last year to monitor your compliance with the Public Sector Standards in Human Resource Management (for example: Employment, Grievance Resolution and Performance Management Standards)?										20. Within the last year, has your agency made changes to human resource policy and procedures to reflect changes to the Public Sector Standards in Human Resource Management (the introduction of the Employment Standard)?					
				Being an appropriate disclosure of public interest information (i.e. a PID)?	Not being an appropriate disclosure of public interest information (i.e. not a PID)?	No approaches were used during 2011-12	Audit of HR Policies and checklists to ensure consistency with the Standards	Internal reviews and audits of transactions / processes conducted under the Standards	External reviews or audits of transactions / processes conducted under the Standards	Staff feedback through formal surveys following recruitment processes	Staff feedback through performance management	Staff feedback during exit interviews / survey processes	Analysis of number and nature of breach claims lodged	Analysis of and action resulting from substantiated breach claims	Other	No changes to policies and procedures have been made	The agency intends to undertake a review of its policies and procedures	Draft policies and procedures have been prepared but not endorsed	Policies and procedures have been endorsed by executive	Policies and procedures have been published and communicated	Other
CITF	Very small	No	-	-	-	x	✓	✓	✓	x	✓	✓	x	x	x	x	x	x	✓	✓	x
Commerce	Medium	Yes	1	-	1	x	✓	✓	✓	x	x	x	✓	✓	x	x	✓	x	x	✓	✓
Communities	Medium	No	-	-	-	x	x	x	✓	x	✓	✓	x	x	x	x	✓	✓	x	x	x
Corrective Services	Large	Yes	9	-	9	x	x	✓	x	x	✓	✓	x	x	x	x	✓	x	x	x	x
Culture and the Arts	Medium	No	-	-	-	x	✓	✓	x	x	✓	x	✓	x	x	x	x	✓	✓	x	x
Custodial Services	Very small	No	-	-	-	x	✓	✓	✓	x	✓	x	x	x	x	x	x	x	✓	✓	✓
Dampier Port	Schedule 1	No	-	-	-	x	✓	x	✓	x	✓	✓	x	x	x	x	✓	✓	✓	✓	x
Disability Services	Large	Yes	1	1	-	x	✓	✓	✓	✓	✓	✓	✓	x	x	x	x	x	✓	✓	x
Drug & Alcohol	Small	No	-	-	-	x	x	✓	x	x	x	x	✓	x	x	x	✓	x	x	x	x
Durack IT	Medium	No	-	-	-	x	✓	✓	✓	x	✓	✓	✓	✓	x	x	x	✓	x	✓	x
Educ Services	Small	Yes	1	1	-	x	x	✓	✓	x	x	x	✓	x	x	x	x	✓	x	x	x
Education	Large	Yes	1	-	1	x	✓	✓	x	x	x	✓	✓	✓	x	x	x	✓	✓	✓	✓
Electoral Comm	Small	No	-	-	-	x	✓	✓	✓	x	✓	x	x	x	x	x	x	x	✓	✓	x
Env & Conservation	Large	No	-	-	-	x	✓	✓	x	x	✓	✓	x	x	x	x	x	x	✓	✓	x
Environment Protection	Small	No	-	-	-	x	✓	✓	✓	x	✓	✓	✓	x	x	x	x	x	x	✓	x
Equal Opp	Small	No	-	-	-	x	✓	✓	x	x	x	x	x	x	x	x	x	x	✓	✓	x
ERA	Small	No	-	-	-	x	✓	✓	x	x	✓	✓	✓	x	x	x	x	✓	x	x	x
Esperance Port	Schedule 1	No	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
FESA	Large	No	-	-	-	x	✓	✓	x	x	✓	✓	x	✓	x	x	✓	x	x	x	x
Finance	Large	No	-	-	-	x	✓	✓	✓	x	x	x	x	x	x	x	x	x	✓	✓	x

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Fisheries	Medium	No	-	-	-	x	✓	✓	✓	x	x	x	✓	✓	✓	x	✓	✓	x	x	x			
Forest Products	Small	No	-	-	-	x	✓	x	x	x	x	x	x	x	x	x	✓	✓	x	x	x			
Fremantle Port	Schedule 1	No	-	-	-	x	✓	✓	✓	x	x	✓	✓	x	x	x	✓	x	✓	✓	x			
Gascoyne Dev	Very small	No	-	-	-	x	✓	✓	x	x	x	x	x	x	x	x	✓	x	x	x	x			
Geraldton Port	Schedule 1	No response	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x			
GESB	Medium	No	-	-	-	x	✓	✓	x	x	x	✓	x	x	x	x	✓	x	✓	✓	x			
Gold Corporation	Schedule 1	No	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x			
GoldEsp Dev	Very small	No	-	-	-	x	✓	x	x	x	x	x	x	x	x	x	x	x	x	✓	✓			
Gr Southern Dev	Very small	No	-	-	-	x	✓	x	x	x	x	x	x	x	x	x	x	x	x	x	✓			
Great Southern IT	Medium	No	-	-	-	x	✓	✓	✓	✓	✓	✓	x	x	x	x	✓	x	x	x	x			
Greyhound Racing	Schedule 1	No	-	-	-	✓	x	x	x	x	x	x	x	x	x	✓	x	x	x	x	x			
HaDSCO	Very small	No	-	-	-	x	✓	✓	x	x	✓	✓	✓	x	x	x	x	x	✓	✓	x			
Health	Large	Yes	4	4	-	x	✓	✓	x	✓	✓	✓	✓	x	x	x	x	x	✓	✓	✓			
Healthway	Very small	No	-	-	-	x	✓	x	x	x	✓	x	x	x	x	x	x	x	✓	✓	✓			
Horizon Power	Schedule 1	No response	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x			
Housing	Large	No	-	-	-	x	✓	✓	✓	✓	✓	✓	✓	x	✓	x	x	x	x	x	x			
Independ Mkt Op	Schedule 1	No	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x			
Indigenous Affairs	Small	No	-	-	-	x	✓	✓	x	x	✓	✓	✓	x	x	x	✓	✓	✓	✓	x			
Info Commissioner	Very small	No	-	-	-	x	✓	✓	✓	✓	✓	x	x	x	✓	x	x	x	x	x	x			
Insurance Comm	Medium	No	-	-	-	x	✓	x	✓	✓	x	x	x	x	x	x	x	x	x	✓	x			



Agency	Group	18. In 2011-12, were any PIDs lodged with your agency under the Public Interest Disclosure Act 2003?				19. Which of the following approaches have been used in the last year to monitor your compliance with the Public Sector Standards in Human Resource Management (for example: Employment, Grievance Resolution and Performance Management Standards)?										20. Within the last year, has your agency made changes to human resource policy and procedures to reflect changes to the Public Sector Standards in Human Resource Management (the introduction of the Employment Standard)?					
		The number of PIDs lodged was:				No approaches were used during 2011-12	Audit of HR Policies and checklists to ensure consistency with the Standards	Internal reviews and audits of transactions / processes conducted under the Standards	External reviews or audits of transactions / processes conducted under the Standards	Staff feedback through formal surveys following recruitment processes	Staff feedback through performance management	Staff feedback during exit interviews / survey processes	Analysis of number and nature of breach claims lodged	Analysis of and action resulting from substantiated breach claims	Other	No changes to policies and procedures have been made	The agency intends to undertake a review of its policies and procedures	Draft policies and procedures have been prepared but not endorsed	Policies and procedures have been endorsed by executive	Policies and procedures have been published and communicated	Other
		Being an appropriate disclosure of public interest information (i.e. a PID)?	Not being an appropriate disclosure of public interest information (i.e. not a PID)?																		
Kimberley Dev	Very small	No	-	-	-	x	✓	x	x	x	✓	x	x	x	x	x	x	✓	✓	x	
Kimberley TI	Small	No	-	-	-	x	✓	✓	x	x	✓	✓	x	x	x	x	x	✓	✓	x	
LandCorp	Schedule 1	No	-	-	-	x	✓	✓	x	✓	✓	x	x	✓	x	x	x	x	x	x	
Landgate	Medium	No	-	-	-	x	x	✓	x	x	x	✓	x	x	x	✓	✓	x	x	x	
Law Reform	Very small	No	-	-	-	x	x	x	x	x	x	x	x	✓	x	x	x	x	x	✓	
Legal Aid	Medium	No	-	-	-	x	✓	✓	✓	x	x	✓	x	x	✓	x	✓	✓	✓	x	
Legal Prac	Small	No	-	-	-	x	x	x	x	x	✓	✓	x	x	x	✓	x	x	x	x	
Local Govt	Small	Yes	2	1	1	x	✓	✓	x	x	✓	✓	x	x	x	x	✓	x	x	x	
Lotterywest	Small	No	-	-	-	x	✓	✓	x	x	x	✓	x	x	x	✓	✓	x	x	x	
Main Roads	Large	No	-	-	-	x	✓	✓	✓	x	✓	✓	✓	x	x	✓	x	✓	✓	x	
Meat Auth	Very small	No	-	-	-	✓	x	x	x	x	x	x	x	x	x	✓	x	x	x	x	
Mental Health	Small	No	-	-	-	x	x	x	x	✓	✓	✓	x	x	x	✓	✓	x	x	x	
MERIWA	Very small	No response	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Metro Cemeteries	Small	No	-	-	-	x	✓	✓	x	x	✓	✓	✓	x	x	✓	x	x	x	✓	
Metro Redev	Small	No	-	-	-	x	✓	✓	x	x	✓	✓	x	x	x	x	✓	x	x	x	
Mid West Dev	Very small	No	-	-	-	x	✓	✓	x	x	✓	✓	✓	x	x	x	✓	x	x	x	
Mines & Petroleum	Medium	No	-	-	-	x	✓	✓	x	x	✓	✓	x	x	x	x	x	✓	x	x	
National Trust	Small	No	-	-	-	x	✓	✓	✓	✓	✓	✓	x	x	x	✓	x	x	x	x	
Ombudsman	Small	Yes	4	3	1	x	✓	✓	x	x	✓	✓	✓	x	x	x	✓	✓	✓	x	
Peel Dev	Very small	No	-	-	-	x	x	x	x	x	✓	✓	x	x	x	✓	x	✓	✓	x	

Agency	Group	18. In 2011-12, were any PIDs lodged with your agency under the Public Interest Disclosure Act 2003?		The number of PIDs lodged was:		Of the PIDs lodged with your agency, how many were assessed as:		19. Which of the following approaches have been used in the last year to monitor your compliance with the Public Sector Standards in Human Resource Management (for example: Employment, Grievance Resolution and Performance Management Standards)?										20. Within the last year, has your agency made changes to human resource policy and procedures to reflect changes to the Public Sector Standards in Human Resource Management (the introduction of the Employment Standard)?					
						Being an appropriate disclosure of public interest information (i.e. a PID)?	Not being an appropriate disclosure of public interest information (i.e. not a PID)?	No approaches were used during 2011-12	Audit of HR Policies and checklists to ensure consistency with the Standards	Internal reviews and audits of transactions / processes conducted under the Standards	External reviews or audits of transactions / processes conducted under the Standards	Staff feedback through formal surveys following recruitment processes	Staff feedback through performance management	Staff feedback during exit interviews / survey processes	Analysis of number and nature of breach claims lodged	Analysis of and action resulting from substantiated breach claims	Other	No changes to policies and procedures have been made	The agency intends to undertake a review of its policies and procedures	Draft policies and procedures have been prepared but not endorsed	Policies and procedures have been endorsed by executive	Policies and procedures have been published and communicated	Other
Perth Market	Small	No	-	-	-	x	✓	✓	✓	x	✓	✓	✓	✓	x	x	x	x	✓	✓	x		
Pilbara Dev	Very small	No	-	-	-	x	✓	✓	✓	x	✓	✓	✓	x	x	x	x	✓	x	x	x		
Pilbara Institute	Small	No	-	-	-	x	✓	x	✓	x	✓	✓	x	x	x	x	✓	✓	x	✓	x		
Planning	Medium	No	-	-	-	x	✓	x	x	x	x	✓	x	x	x	x	x	x	x	✓	✓		
Police	Large	No	-	-	-	x	✓	✓	✓	x	x	✓	✓	✓	x	x	x	x	✓	✓	✓		
Polytechnic West	Large	No	-	-	-	x	✓	x	x	x	x	✓	✓	✓	x	x	x	x	x	✓	x		
Port Hedland Port	Schedule 1	No	-	-	-	x	✓	✓	✓	x	x	✓	x	x	x	x	x	x	✓	✓	x		
Potato Marketing	Very small	Yes	2	-	2	✓	x	x	x	x	x	x	x	x	✓	x	x	x	x	x	x		
Premier & Cabinet	Medium	No	-	-	-	x	✓	✓	✓	x	x	✓	✓	✓	x	x	x	x	✓	✓	x		
PSC	Small	Yes	1	1	-	x	✓	✓	x	x	x	x	x	x	x	x	x	x	✓	✓	x		
Public Prosecutions	Medium	No	-	-	-	x	x	✓	x	x	x	x	✓	x	x	x	x	x	✓	✓	✓		
Public Transport	Large	Yes	1	1	-	x	x	✓	x	x	x	✓	✓	x	x	x	x	x	✓	✓	✓		
Racing & Wagering	Schedule 1	No	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Racing, Gaming & Liquor	Small	No	-	-	-	x	✓	✓	✓	x	x	x	✓	x	x	x	x	✓	x	x	x		
Regional Dev & Lands	Medium	No	-	-	-	x	✓	✓	x	x	✓	x	✓	x	x	x	✓	✓	x	x	x		
Rottne Island	Small	No	-	-	-	x	x	✓	✓	x	x	✓	x	x	x	x	✓	x	x	x	x		
SCSA	Small	No	-	-	-	x	✓	✓	✓	x	x	✓	✓	x	✓	x	x	x	✓	✓	x		
Small Business	Small	No	-	-	-	x	✓	x	x	✓	✓	✓	✓	x	x	x	x	x	✓	✓	x		
South West Dev	Small	No	-	-	-	x	✓	x	x	x	✓	x	x	x	x	x	x	x	✓	x	x		
South West IT	Medium	No	-	-	-	x	✓	✓	✓	x	✓	x	✓	x	x	✓	x	x	x	x	x		

Agency	Group	18. In 2011-12, were any PIDs lodged with your agency under the Public Interest Disclosure Act 2003?		The number of PIDs lodged was:		Of the PIDs lodged with your agency, how many were assessed as:		19. Which of the following approaches have been used in the last year to monitor your compliance with the Public Sector Standards in Human Resource Management (for example: Employment, Grievance Resolution and Performance Management Standards)?										20. Within the last year, has your agency made changes to human resource policy and procedures to reflect changes to the Public Sector Standards in Human Resource Management (the introduction of the Employment Standard)?					
						Being an appropriate disclosure of public interest information (i.e. a PID)?	Not being an appropriate disclosure of public interest information (i.e. not a PID)?	No approaches were used during 2011-12	Audit of HR Policies and checklists to ensure consistency with the Standards	Internal reviews and audits of transactions / processes conducted under the Standards	External reviews or audits of transactions / processes conducted under the Standards	Staff feedback through formal surveys following recruitment processes	Staff feedback through performance management	Staff feedback during exit interviews / survey processes	Analysis of number and nature of breach claims lodged	Analysis of and action resulting from substantiated breach claims	Other	No changes to policies and procedures have been made	The agency intends to undertake a review of its policies and procedures	Draft policies and procedures have been prepared but not endorsed	Policies and procedures have been endorsed by executive	Policies and procedures have been published and communicated	Other
Sport & Rec	Small	No	-	-	-	x	✓	x	x	x	x	✓	✓	x	x	x	x	x	✓	✓	x		
State Development	Small	No	-	-	-	x	x	✓	x	x	x	✓	x	x	x	x	x	x	✓	✓	x		
State Heritage	Small	No	-	-	-	x	✓	✓	x	x	✓	✓	x	x	x	x	x	✓	x	x	x		
Synergy	Schedule 1	No	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Tourism	Small	No	-	-	-	x	✓	✓	x	✓	x	x	x	x	x	x	✓	x	x	x	x		
Training & Workforce Dev	Medium	No	-	-	-	x	✓	✓	✓	x	✓	✓	✓	x	x	x	x	x	✓	✓	x		
Transport (Dept)	Large	No	-	-	-	x	✓	✓	x	✓	✓	✓	✓	x	x	✓	✓	✓	✓	✓	x		
Treasury (Dept)	Medium	No	-	-	-	x	✓	✓	✓	x	✓	✓	✓	✓	x	x	✓	✓	✓	✓	✓		
Treasury Corp	Schedule 1	No	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
VenuesWest	Medium	No	-	-	-	x	✓	x	✓	x	x	✓	x	x	✓	x	x	x	✓	✓	x		
Verve Energy	Schedule 1	No	-	-	-	x	x	x	x	x	x	✓	x	x	✓	x	x	x	x	x	✓		
WA College of Teaching	Small	Yes	4	-	4	x	✓	✓	x	x	✓	✓	✓	x	x	x	x	x	x	✓	x		
WAIRC	Small	No	-	-	-	x	✓	x	✓	x	x	✓	x	x	x	x	x	x	✓	✓	x		
Water (Dept)	Medium	No	-	-	-	x	✓	✓	✓	x	x	✓	✓	x	x	x	x	x	x	✓	x		
Water Corp	Schedule 1	Yes	2	-	2	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
West Coast IT	Medium	No	-	-	-	x	✓	✓	✓	✓	✓	✓	✓	x	x	x	x	x	✓	✓	x		
Western Power	Schedule 1	No	-	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Wheatbelt Dev	Very small	No	-	-	-	x	x	x	x	x	✓	✓	x	x	x	x	x	x	x	x	✓		
WorkCover	Small	No	-	-	-	x	✓	✓	x	x	x	x	x	x	x	x	x	x	✓	✓	x		
Zoo	Small	No	-	-	-	x	x	x	x	x	✓	✓	✓	x	x	x	✓	✓	x	x	✓		

Agency	Group	21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months.						21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months. (continued)							22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred?				
		3.3. Targeted advertising	3.8. Expression of Interest > 6 month vacancy	4.1.a Transfer	4.1.b Acting, Secondment, Fixed Term < 6 months vacancy	4.1.c Level 1 or Trainee Appointment	4.1.d Specialist position	4.1.f Position is critical as has whole of government focus	4.1.g Previous Permanent Employee appointed	5.4. Development of a shared Appointment Pool – across more than one agency	5.7. Suitability List	6.1. Permanent Appointment of Seconddees and Acting employees	7.1. Permanent Appointment of Fixed Term Contract Employees	Other	Include information about the breach claim process in induction material	Provide employees with information via electronic or hard copy newsletters or bulletins	Conduct employee awareness raising sessions	Information about the breach claim process is available on the agency's intranet	
Agriculture & Food	Large	Never	Always	Rarely	Often	Rarely	Rarely	Never	Rarely	Sometimes	Often	Sometimes	Often	Always	Yes - fully	No	No	Yes - partially	
Albany Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	Yes - partially	No	No	No	
Animal Resources	Small	Always	Sometimes	Never	Often	Often	Sometimes	Never	Sometimes	Never	Never	Sometimes	Often	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Architects Board	Very small	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	No response	No response	No response	No response	No response	
Attorney General	Large	Sometimes	Always	Sometimes	Always	Always	Rarely	Sometimes	Rarely	Never	Rarely	Sometimes	Sometimes	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Auditor General	Small	Never	Never	Never	Sometimes	Sometimes	Never	Never	Never	Never	Sometimes	Never	Never	No response	No	No	No	Yes - fully	
Botanic Gardens	Small	Rarely	Rarely	Rarely	Sometimes	Never	Sometimes	Never	Never	Never	Sometimes	Sometimes	Sometimes	No response	Yes - partially	Being developed	Yes - fully	Yes - fully	
Broome Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Bunbury Port	Schedule 1	Often	Never	Rarely	Never	Rarely	Sometimes	Rarely	Sometimes	Never	Sometimes	Sometimes	Often	No response	Being developed	Being developed	No	Being developed	
Bunbury Water	Small	Rarely	Never	Never	Sometimes	Never	Rarely	Often	Never	Never	Never	Sometimes	Never	No response	Yes - partially	Yes - partially	Yes - fully	No	
Burswood Park	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	Yes - partially	Yes - partially	No response	No response
Busselton Water	Small	Never	Never	Never	Never	Rarely	Never	Never	Never	Never	Never	Never	Never	No response	Yes - partially	No	No	No	
C Y O'Connor Institute	Small	Rarely	Often	Never	Often	Often	Never	Never	Never	Never	Never	Never	Often	No response	Yes - fully	Yes - fully	No	Yes - fully	
CCC	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Never	Never	Sometimes	Never	Never	Never	Never	No response	Yes - partially	No	Yes - partially	Yes - partially	
Central IT	Large	Rarely	Always	Sometimes	Always	Often	Never	Never	Never	Never	Never	Rarely	Often	No response	Yes - partially	No	No	Yes - fully	
Challenger IT	Medium	Never	Often	Never	Often	Never	Rarely	Never	Never	Never	Never	Never	Sometimes	No response	Yes - fully	No	No	Yes - fully	
Chem Centre	Small	Never	Never	Sometimes	Often	No response	Sometimes	Never	Never	Never	Never	Rarely	Often	No response	Yes - partially	No	No	Yes - fully	
Child Protection	Large	Rarely	Sometimes	Sometimes	Always	Rarely	Never	Never	Rarely	Never	Never	Sometimes	Sometimes	No response	No	No	No	Yes - partially	
Children & Young People	Very small	Rarely	Always	Sometimes	Often	Never	Never	Never	Sometimes	Never	Rarely	Sometimes	Sometimes	No response	No response	No response	No response	No response	
CHSHA	Small	No response	Sometimes	Sometimes	Sometimes	No response	No response	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - fully	No response	Yes - fully	

Agency	Group	21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months.						21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months. (continued)							22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred?				
		3.3 Targeted advertising	3.8 Expression of Interest > 6 month vacancy	4.1.a Transfer	4.1.b Acting, Secondment, Fixed Term < 6 months vacancy	4.1.c Level 1 or Trainee Appointment	4.1.d Specialist position	4.1.f Position is critical as has whole of government focus	4.1.g Previous Permanent Employee appointed	5.4 Development of a shared Appointment Pool – across more than one agency	5.7 Suitability List	6.1 Permanent Appointment of Seconddees and Acting employees	7.1 Permanent Appointment of Fixed Term Contract Employees	Other	Include information about the breach claim process in induction material	Provide employees with information via electronic or hard copy newsletters or bulletins	Conduct employee awareness raising sessions	Information about the breach claim process is available on the agency's intranet	
CITF	Very small	Never	Rarely	Never	Sometimes	Sometimes	Sometimes	Never	Rarely	Never	Never	Sometimes	Rarely	No response	Yes - fully	No response	Yes - fully	Yes - fully	
Commerce	Medium	Never	Often	Often	Often	Sometimes	Never	Never	Rarely	Never	Never	Sometimes	Sometimes	No response	No	No	No	Yes - partially	
Communities	Medium	Never	Often	Rarely	Sometimes	Rarely	Never	Never	Never	Never	Never	Never	Never	No response	Yes - partially	Being developed	Being developed	Yes - partially	
Corrective Services	Large	Sometimes	Often	Often	Often	Sometimes	Rarely	Never	Rarely	Never	Rarely	Never	Never	No response	No	Yes - partially	Yes - partially	Being developed	
Culture and the Arts	Medium	Never	Sometimes	Rarely	Always	Rarely	Rarely	Rarely	Rarely	Never	Never	Always	Often	No response	No	No	No	Yes - partially	
Custodial Services	Very small	Often	No response	No response	Sometimes	No response	No response	No response	No response	No response	Sometimes	No response	No response	No response	No response	No response	No response	No response	
Dampier Port	Schedule 1	Sometimes	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Always	Yes - partially	No	No	Yes - partially	
Disability Services	Large	Sometimes	Always	Sometimes	Often	Sometimes	Sometimes	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	
Drug & Alcohol	Small	Never	Sometimes	Rarely	Often	Sometimes	Never	Never	Never	Never	Never	Often	Often	No response	No	No	No	Yes - fully	
Durack IT	Medium	Never	Rarely	Never	Often	Rarely	Never	Never	Rarely	Never	Never	Sometimes	Often	No response	Yes - partially	No	No	Yes - partially	
Educ Services	Small	Never	Sometimes	Sometimes	Sometimes	Never	Never	Never	Never	Never	Rarely	Never	Never	No response	Yes - fully	No	No	Yes - fully	
Education	Large	Never	Often	Often	Often	Sometimes	Never	Never	Never	Never	Never	Sometimes	Often	No response	No	No	No	Yes - fully	
Electoral Comm	Small	Sometimes	Never	Never	Often	Sometimes	Rarely	Never	Never	Never	Never	Never	Rarely	No response	Yes - fully	Yes - fully	No	Yes - partially	
Env & Conservation	Large	Rarely	Rarely	Sometimes	Often	Sometimes	Never	Never	Never	Never	Sometimes	Sometimes	Sometimes	No response	Yes - fully	Yes - partially	Yes - fully	Yes - fully	
Environment Protection	Small	Never	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Never	Never	Sometimes	Sometimes	Sometimes	No response	Being developed	Yes - fully	No	Yes - fully	
Equal Opp	Small	Sometimes	Always	Always	Always	Always	Never	Rarely	Sometimes	Never	Rarely	Sometimes	Sometimes	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
ERA	Small	Never	Sometimes	Never	Sometimes	Never	Never	Never	Never	Never	Often	Never	Never	No response	No	No	No	Yes - partially	
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	Rarely	Sometimes	Sometimes	Often	Sometimes	Never	Never	Never	Never	Never	Never	Never	No response	No	No	Being developed	Yes - fully	
Finance	Large	Sometimes	Always	Often	Always	Sometimes	Rarely	Sometimes	Sometimes	Never	Rarely	Sometimes	Sometimes	No response	Yes - fully	No	Being developed	Yes - fully	

Agency	Group	21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months.						21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months. (continued)							22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred?				
		3.3 Targeted advertising	3.8 Expression of Interest > 6 month vacancy	4.1.a Transfer	4.1.b Acting, Secondment, Fixed Term < 6 months vacancy	4.1.c Level 1 or Trainee Appointment	4.1.d Specialist position	4.1.f Position is critical as has whole of government focus	4.1.g Previous Permanent Employee appointed	5.4 Development of a shared Appointment Pool – across more than one agency	5.7 Suitability List	6.1 Permanent Appointment of Seconddees and Acting employees	7.1 Permanent Appointment of Fixed Term Contract Employees	Other	Include information about the breach claim process in induction material	Provide employees with information via electronic or hard copy newsletters or bulletins	Conduct employee awareness raising sessions	Information about the breach claim process is available on the agency's intranet	
Fisheries	Medium	Never	Often	Often	Often	Never	Never	Never	Sometimes	Never	Never	Never	Never	Often	No response	No	No	No	Yes - partially
Forest Products	Small	Sometimes	Sometimes	Never	Sometimes	Never	Rarely	Never	Never	Never	Never	Never	Rarely	No response	Yes - fully	Yes - fully	Yes - fully	No response	
Fremantle Port	Schedule 1	Rarely	Sometimes	Sometimes	Sometimes	Never	Never	Never	Rarely	Never	Sometimes	Rarely	Rarely	No response	No	Yes - fully	No	Yes - fully	
Gascoyne Dev	Very small	Never	Never	Never	Often	Never	Never	Never	Never	Never	Never	Never	Never	No response	Yes - fully	Yes - fully	No	No	
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	Sometimes	Sometimes	Sometimes	Often	Rarely	Often	Rarely	Rarely	Never	Never	Sometimes	Never	No response	No	Yes - partially	No	Being developed	
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	Never	Never	Never	Sometimes	Never	Sometimes	Never	Never	Never	Never	Sometimes	Never	No response	No	No	No	Yes - fully	
Gr Southern Dev	Very small	Never	Never	Never	Never	Sometimes	Never	Never	Never	Never	Never	Never	Never	No response	Yes - fully	No response	No response	Yes - fully	
Great Southern IT	Medium	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	No response	Sometimes	Rarely	No response	Sometimes	Sometimes	No response	Yes - partially	Yes - partially	No	Yes - partially	
Greyhound Racing	Schedule 1	Rarely	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	No response	Yes - fully	No	No	No	
HaDSCO	Very small	Often	Often	Often	Often	Often	Never	Never	Sometimes	Never	Never	Sometimes	Sometimes	No response	Yes - partially	Yes - partially	Being developed	Yes - partially	
Health	Large	Sometimes	Sometimes	Sometimes	Often	Rarely	Rarely	Never	Rarely	Never	Rarely	Sometimes	Sometimes	Sometimes	Yes - partially	Yes - partially	Yes - partially	Yes - fully	
Healthway	Very small	Sometimes	Never	Never	Often	Never	Never	Never	Never	Never	Never	Never	Never	No response	Yes - fully	No	Yes - partially	Yes - fully	
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	Sometimes	Often	Often	Sometimes	Often	Sometimes	Rarely	Rarely	Rarely	Rarely	Often	Often	No response	Being developed	Being developed	Yes - partially	Yes - fully	
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	Rarely	Often	Sometimes	Always	Often	Rarely	Never	Never	Never	Never	Often	Sometimes	No response	Being developed	Being developed	No	Yes - fully	
Info Commissioner	Very small	Never	Never	Never	Sometimes	Never	Never	Never	Never	Never	Sometimes	Never	Always	No response	No	Yes - fully	No	No	
Insurance Comm	Medium	Never	Rarely	Never	Sometimes	Rarely	Rarely	Never	Sometimes	Never	Never	Never	Often	No response	No	No	No	Yes - partially	



Agency	Group	21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months.						21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months. (continued)							22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred?			
		3.3 Targeted advertising	3.8 Expression of Interest > 6 month vacancy	4.1.a Transfer	4.1.b Acting, Secondment, Fixed Term < 6 months vacancy	4.1.c Level 1 or Trainee Appointment	4.1.d Specialist position	4.1.f Position is critical as has whole of government focus	4.1.g Previous Permanent Employee appointed	5.4 Development of a shared Appointment Pool – across more than one agency	5.7 Suitability List	6.1 Permanent Appointment of Seconddees and Acting employees	7.1 Permanent Appointment of Fixed Term Contract Employees	Other	Include information about the breach claim process in induction material	Provide employees with information via electronic or hard copy newsletters or bulletins	Conduct employee awareness raising sessions	Information about the breach claim process is available on the agency's intranet
Kimberley Dev	Very small	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Yes - partially	Yes - partially	Yes - partially	No
Kimberley TI	Small	Never	Often	Sometimes	Often	Sometimes	Never	Never	Never	Never	Sometimes	Rarely	Often	No response	No	Yes - fully	Yes - fully	Yes - fully
LandCorp	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Landgate	Medium	Often	Sometimes	Rarely	Often	Rarely	Never	Never	Never	Never	Never	Rarely	Rarely	No response	Being developed	Being developed	Yes - partially	Being developed
Law Reform	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - fully	No response	Yes - fully
Legal Aid	Medium	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Never	Never	Never	Never	Never	Never	Never	No response	Yes - partially	No	No	Yes - partially
Legal Prac	Small	Rarely	Rarely	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	No response	Yes - partially	No response	No response	No response
Local Govt	Small	Never	Sometimes	Sometimes	Often	Sometimes	Rarely	Rarely	Sometimes	Never	Never	Never	Rarely	No response	Being developed	Yes - fully	No	Yes - fully
Lotterywest	Small	No response	Often	Sometimes	Often	Never	Rarely	Never	Never	Never	Never	Sometimes	Rarely	No response	Yes - partially	No response	No	Yes - fully
Main Roads	Large	Sometimes	Often	Often	Sometimes	Sometimes	Never	Sometimes	Never	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes - fully	Yes - fully	Yes - partially	Yes - fully
Meat Auth	Very small	Sometimes	Sometimes	Never	Never	Sometimes	Sometimes	Never	Never	Never	Never	Rarely	Rarely	No response	Yes - partially	No	No	No
Mental Health	Small	Never	Sometimes	Sometimes	Often	Never	Never	Rarely	Sometimes	Never	Never	Rarely	Rarely	No response	Yes - fully	Yes - partially	No	No
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	Sometimes	Rarely	Rarely	Sometimes	Often	Sometimes	Never	Sometimes	Never	Never	Sometimes	Often	No response	No	No	No	No
Metro Redev	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Never	Never	Never	Never	Never	Never	Rarely	No response	Being developed	No	No	No
Mid West Dev	Very small	Never	Never	Never	Sometimes	Never	Never	Never	Never	Never	Never	Never	Never	No response	Yes - fully	No	No	Yes - fully
Mines & Petroleum	Medium	Always	Rarely	Sometimes	Often	Sometimes	Sometimes	Never	Rarely	Never	Often	Rarely	Sometimes	No response	No response	Yes - fully	Yes - fully	Yes - fully
National Trust	Small	Always	Always	Always	Always	Always	Always	Always	Always	Always	Always	Always	Always	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Ombudsman	Small	Never	Sometimes	Never	Sometimes	Never	Never	Never	Never	Never	Sometimes	Never	Never	No response	Yes - fully	No	No	Yes - fully
Peel Dev	Very small	Often	Never	Sometimes	Often	Sometimes	Never	Never	Sometimes	Never	Often	Never	Never	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully

Agency	Group	21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months.						21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months. (continued)							22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred?			
		3.3 Targeted advertising	3.8 Expression of Interest > 6 month vacancy	4.1.a Transfer	4.1.b Acting, Secondment, Fixed Term < 6 months vacancy	4.1.c Level 1 or Trainee Appointment	4.1.d Specialist position	4.1.f Position is critical as has whole of government focus	4.1.g Previous Permanent Employee appointed	5.4 Development of a shared Appointment Pool – across more than one agency	5.7 Suitability List	6.1 Permanent Appointment of Seconddees and Acting employees	7.1 Permanent Appointment of Fixed Term Contract Employees	Other	Include information about the breach claim process in induction material	Provide employees with information via electronic or hard copy newsletters or bulletins	Conduct employee awareness raising sessions	Information about the breach claim process is available on the agency's intranet
Perth Market	Small	Never	Rarely	Rarely	Rarely	Rarely	Often	Rarely	Rarely	Never	Never	Rarely	Sometimes	No response	Yes - fully	No	Yes - fully	Yes - fully
Pilbara Dev	Very small	Rarely	Never	Never	Sometimes	Never	Never	Never	Never	Never	Never	Never	Never	No response	No	No	No	Being developed
Pilbara Institute	Small	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Never	Never	Rarely	Never	Never	Rarely	Sometimes	No response	Yes - fully	Yes - fully	No response	Yes - fully
Planning	Medium	Never	Sometimes	Sometimes	Often	Rarely	Never	Never	Never	Never	Never	Never	Never	No response	No	No	No	Yes - partially
Police	Large	Never	Often	Often	Often	Sometimes	Never	Never	Sometimes	Never	Never	Often	Often	No response	Yes - fully	No	Yes - partially	Yes - fully
Polytechnic West	Large	Sometimes	Never	Sometimes	Often	Often	Never	Never	Never	Rarely	Sometimes	Rarely	Sometimes	No response	Yes - fully	Yes - partially	Yes - partially	Yes - fully
Port Hedland Port	Schedule 1	Sometimes	Sometimes	Always	Sometimes	No response	Sometimes	Never	Never	Never	Never	Sometimes	Sometimes	No response	No	Yes - partially	No	Yes - fully
Potato Marketing	Very small	Never	Never	Never	Rarely	Never	Never	Never	Never	Never	Never	Never	Never	No response	Yes - fully	No	No	No
Premier & Cabinet	Medium	Rarely	Sometimes	Sometimes	Rarely	Often	Rarely	Sometimes	Never	Never	Never	Rarely	Never	No response	Yes - fully	Yes - partially	Yes - partially	Yes - fully
PSC	Small	Never	Rarely	Often	Rarely	Rarely	Never	Never	Never	Never	Never	Often	Sometimes	No response	No	No	No	No
Public Prosecutions	Medium	Rarely	Often	Sometimes	Often	Sometimes	Never	Never	Never	Never	Sometimes	Never	Never	No response	No	No	No	Yes - fully
Public Transport	Large	No response	No response	Rarely	Often	No response	No response	No response	No response	No response	No response	No response	Sometimes	No response	Yes - partially	No response	No response	Yes - fully
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	Never	Sometimes	Rarely	Never	Sometimes	Never	Never	Never	Never	Never	Never	Never	No response	No	No	No	Yes - fully
Regional Dev & Lands	Medium	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Rarely	Never	Never	Never	Never	Rarely	Sometimes	No response	Yes - partially	No	No	Yes - fully
Rottneat Island	Small	Sometimes	Never	Rarely	Often	Rarely	Rarely	Never	Never	Never	Sometimes	Sometimes	Rarely	No response	No	Yes - partially	No	Yes - fully
SCSA	Small	Never	Rarely	Never	Sometimes	Rarely	Never	Rarely	Never	Never	Never	Never	Rarely	No response	No	No	Yes - partially	Yes - fully
Small Business	Small	Never	Sometimes	Sometimes	Often	Never	Never	Never	Never	Never	Never	Never	Never	No response	Yes - fully	Being developed	Yes - fully	Yes - fully
South West Dev	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Being developed	Being developed	Being developed
South West IT	Medium	Rarely	Never	Rarely	Sometimes	Never	Never	Never	Rarely	Never	Sometimes	Rarely	Sometimes	No response	Yes - fully	No	Yes - fully	Yes - fully

Agency	Group	21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months.						21. Please indicate the extent that your agency used any of the flexibilities within the Commissioner's Instruction Filling a Public Sector Vacancy within the last 12 months. (continued)						22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred?					
		3.3 Targeted advertising	3.8 Expression of Interest > 6 month vacancy	4.1.a Transfer	4.1.b Acting, Secondment, Fixed Term < 6 months vacancy	4.1.c Level 1 or Trainee Appointment	4.1.d Specialist position	4.1.f Position is critical as has whole of government focus	4.1.g Previous Permanent Employee appointed	5.4 Development of a shared Appointment Pool – across more than one agency	5.7 Suitability List	6.1 Permanent Appointment of Seconddees and Acting employees	7.1 Permanent Appointment of Fixed Term Contract Employees	Other	Include information about the breach claim process in induction material	Provide employees with information via electronic or hard copy newsletters or bulletins	Conduct employee awareness raising sessions	Information about the breach claim process is available on the agency's intranet	
Sport & Rec	Small	Sometimes	Often	Never	Often	Rarely	Never	Rarely	Never	Never	Never	Rarely	Rarely	Often	No	No	Yes - partially	Yes - fully	
State Development	Small	Never	Rarely	Sometimes	Sometimes	Sometimes	Never	Never	Never	Never	Never	Never	Sometimes	No response	No	Yes - partially	Being developed	Yes - fully	
State Heritage	Small	Never	Sometimes	Sometimes	Often	Sometimes	Rarely	Rarely	Sometimes	Never	Never	Never	Rarely	No response	Being developed	Yes - fully	No	Yes - fully	
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Tourism	Small	Sometimes	Sometimes	Sometimes	Sometimes	Never	Never	Never	Never	Never	Never	Never	Sometimes	No response	Being developed	No	Being developed	Being developed	
Training & Workforce Dev	Medium	Sometimes	Always	Sometimes	Sometimes	Often	Rarely	Never	Never	Never	Always	Rarely	Rarely	No response	Being developed	Yes - partially	No	Yes - fully	
Transport (Dept)	Large	Often	Sometimes	Rarely	Sometimes	Rarely	Sometimes	Sometimes	Never	Never	Rarely	Sometimes	Sometimes	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Treasury (Dept)	Medium	Never	Often	Often	Often	Never	Sometimes	Never	Never	Sometimes	Never	Sometimes	Never	No response	Yes - fully	Yes - partially	No	Yes - fully	
Treasury Corp	Schedule 1	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	No	No response	No	No	
VenuesWest	Medium	Often	Often	Sometimes	Sometimes	Rarely	Never	Never	Never	Sometimes	Often	Sometimes	Sometimes	No response	No	No	Yes - partially	Yes - fully	
Verve Energy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
WA College of Teaching	Small	Never	Never	Never	Rarely	Rarely	Never	Never	Never	Never	Rarely	Never	Sometimes	No response	Yes - partially	No	Yes - fully	Yes - fully	
WAIRC	Small	Rarely	Sometimes	Sometimes	Never	Sometimes	Never	Never	Sometimes	Never	Often	Rarely	Rarely	No response	Yes - fully	No	No	No response	
Water (Dept)	Medium	Never	Often	Often	Sometimes	Never	Rarely	Never	Never	Sometimes	Rarely	Rarely	Never	No response	No	No	No	Yes - fully	
Water Corp	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No
West Coast IT	Medium	Rarely	Often	Sometimes	Sometimes	Rarely	Rarely	Rarely	Rarely	Never	Often	Rarely	Often	No response	No	Yes - fully	Yes - fully	Yes - fully	
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Wheatbelt Dev	Very small	Sometimes	Never	Sometimes	Sometimes	Sometimes	Sometimes	Never	Sometimes	Never	Never	Sometimes	Never	No response	Yes - fully	No	Yes - partially	Yes - fully	
WorkCover	Small	Never	Sometimes	Rarely	Sometimes	Often	Never	Never	Never	Never	Never	Rarely	Sometimes	No response	No	No	No	Yes - fully	
Zoo	Small	Rarely	Always	Never	Always	Rarely	Never	Never	Never	Never	Never	Never	Never	No response	No	No	No	Yes - fully	

Agency	Group	22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred? (continued)				23. Within the last year, have changes been made to the agency's discipline policy and/or procedures to reflect the introduction of the Commissioner's Instructions Discipline - General and Discipline - Former Employees, and has your agency communicated the changes to discipline processes?							24. Please provide information on all cases of misconduct (including allegations of breaches of your Code of Conduct or the Public Sector Code of Ethics) that have been followed up as a potential breach of discipline under the Public Sector Management Act 1994 or under another instrument (e.g. industrial award, policy).					
		Provide a link from the agency's intranet to the PSC's website	Panel members are provided with training about the breach process	Provide notification in accordance with the Public Sector Management (Breaches of Public Sector Standards) Regulations 2005	Other	Not applicable to this agency	Changes to policies and procedures have been made to accommodate the new provisions and are endorsed by executive	Training has been provided to staff that are involved in administering discipline provisions	Training and/or information sessions have been run for line managers and supervisors of staff	Communication strategies have been developed or implemented	Updated policies and procedures are accessible on the agency's intranet	Other	PSM Act			Other instruments		
													Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12	Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12
Agriculture & Food	Large	No	Yes - partially	Yes - fully	No	x	Being developed	Being developed	Being developed	Being developed	Being developed	No response	-	4	3	-	-	-
Albany Port	Schedule 1	No	No	No	No	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Animal Resources	Small	No	Yes - fully	Yes - partially	No response	x	Yes - fully	No	No	Yes - fully	Yes - fully	No response	-	2	2	-	-	-
Architects Board	Very small	No response	No response	No response	No response	x	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Attorney General	Large	Yes - fully	Yes - partially	Yes - fully	No response	x	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	3	2	4	-	-	-
Auditor General	Small	No	Yes - fully	Yes - fully	No response	x	Yes - fully	Being developed	Being developed	Being developed	Yes - fully	No response	-	-	-	-	-	-
Botanic Gardens	Small	Yes - fully	Yes - fully	Yes - fully	No response	x	Being developed	Being developed	No	No	Yes - fully	No response	-	-	-	-	-	-
Broome Port	Schedule 1	No response	No response	No response	No response	x	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Bunbury Port	Schedule 1	Being developed	No	No	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Bunbury Water	Small	No	Being developed	No	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Burswood Park	Very small	No response	No response	No response	No response	x	No	No	No	No	No	No response	-	-	-	-	-	-
Busselton Water	Small	No	No	No	No response	x	No	No	No	No	No	No response	-	-	-	-	-	-
C Y O'Connor Institute	Small	Yes - fully	Yes - fully	Yes - fully	No response	x	Being developed	No	No	No	Being developed	No response	-	-	-	-	-	-
CCC	Small	Yes - partially	Yes - partially	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	2	1	3
Central IT	Large	No response	Yes - fully	Yes - fully	No response	x	Being developed	Being developed	Being developed	Being developed	Being developed	No	-	-	-	-	8	8
Challenger IT	Medium	Yes - fully	Yes - partially	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	1	1
Chem Centre	Small	Yes - fully	Yes - partially	Yes - fully	No response	x	Yes - fully	Being developed	Being developed	Yes - fully	Yes - fully	No response	-	-	-	-	-	-
Child Protection	Large	Yes - fully	Yes - partially	Yes - fully	No response	x	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	-	122	118	-	10	17
Children & Young People	Very small	No response	No response	Yes - fully	Yes - fully	x	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	No response	-	-	-	-	-	-
CHSHA	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	x	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	-	-	-	-	1	4

Agency	Group	22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred? (continued)				23. Within the last year, have changes been made to the agency's discipline policy and/or procedures to reflect the introduction of the Commissioner's Instructions Discipline - General and Discipline - Former Employees, and has your agency communicated the changes to discipline processes?							24. Please provide information on all cases of misconduct (including allegations of breaches of your Code of Conduct or the Public Sector Code of Ethics) that have been followed up as a potential breach of discipline under the Public Sector Management Act 1994 or under another instrument (e.g. industrial award, policy).					
		Provide a link from the agency's intranet to the PSC's website	Panel members are provided with training about the breach process	Provide notification in accordance with the Public Sector Management (Breaches of Public Sector Standards) Regulations 2005	Other	Not applicable to this agency	Changes to policies and procedures have been made to accommodate the new provisions and are endorsed by executive	Training has been provided to staff that are involved in administering discipline provisions	Training and/or information sessions have been run for line managers and supervisors of staff	Communication strategies have been developed or implemented	Updated policies and procedures are accessible on the agency's intranet	Other	PSM Act			Other instruments		
													Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12	Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12
CITF	Very small	No response	Yes - partially	Yes - partially	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Commerce	Medium	Yes - partially	Yes - partially	Yes - fully	No response	×	No	No	No	No	No	No response	-	1	1	-	-	-
Communities	Medium	Being developed	Yes - partially	Yes - fully	No response	×	Being developed	Being developed	Being developed	Being developed	Being developed	No response	-	4	2	-	-	-
Corrective Services	Large	Yes - fully	Yes - fully	Yes - fully	No response	×	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	2	40	58	4	107	91
Culture and the Arts	Medium	Yes - partially	No	Yes - fully	Yes - fully	×	Yes - fully	Yes - partially	No	No	Being developed	No response	1	1	2	-	-	-
Custodial Services	Very small	No response	No response	Yes - fully	No response	×	Yes - fully	No response	Yes - fully	No response	Yes - fully	No response	-	-	-	-	-	-
Dampier Port	Schedule 1	No	No	No	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Disability Services	Large	Yes - fully	Yes - fully	Yes - fully	No response	×	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	-	6	7	-	25	15
Drug & Alcohol	Small	Yes - fully	Yes - partially	Yes - fully	No response	×	Being developed	Being developed	No	No	Being developed	No response	-	-	-	1	2	3
Durack IT	Medium	Yes - fully	Yes - fully	Yes - fully	No response	×	No response	No response	No response	No response	No response	Yes - fully	-	-	-	-	1	-
Educ Services	Small	Yes - fully	Being developed	Yes - fully	No response	×	Yes - fully	Yes - partially	No	No	Yes - fully	No response	3	-	3	-	-	-
Education	Large	Yes - fully	Yes - fully	Yes - fully	No	×	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	43	191	144	-	-	-
Electoral Comm	Small	No	No	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Env & Conservation	Large	Yes - fully	Yes - fully	Yes - fully	No response	×	No	Being developed	Being developed	Being developed	No	No response	-	14	11	-	4	3
Environment Protection	Small	Yes - fully	Yes - fully	Yes - fully	No response	×	Yes - fully	Yes - fully	No	No	Yes - fully	No response	-	-	-	-	-	-
Equal Opp	Small	Yes - fully	Yes - fully	Yes - fully	No response	×	Yes - fully	No	No	No	Yes - fully	No response	-	-	-	-	-	-
ERA	Small	Yes - fully	Yes - fully	Yes - fully	No response	×	Being developed	Yes - partially	Being developed	Being developed	Being developed	No response	-	-	1	-	-	-
Esperance Port	Schedule 1	No response	No response	No response	No response	×	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
FESA	Large	No	Yes - fully	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	1	32	25
Finance	Large	Yes - fully	Being developed	Yes - fully	No response	×	Yes - fully	No	No	Yes - fully	Yes - fully	No response	-	6	5	-	-	-

Agency	Group	22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred? (continued)				23. Within the last year, have changes been made to the agency's discipline policy and/or procedures to reflect the introduction of the Commissioner's Instructions Discipline - General and Discipline - Former Employees, and has your agency communicated the changes to discipline processes?							24. Please provide information on all cases of misconduct (including allegations of breaches of your Code of Conduct or the Public Sector Code of Ethics) that have been followed up as a potential breach of discipline under the Public Sector Management Act 1994 or under another instrument (e.g. industrial award, policy).						
		Provide a link from the agency's intranet to the PSC's website	Panel members are provided with training about the breach process	Provide notification in accordance with the Public Sector Management (Breaches of Public Sector Standards) Regulations 2005	Other	Not applicable to this agency	Changes to policies and procedures have been made to accommodate the new provisions and are endorsed by executive	Training has been provided to staff that are involved in administering discipline provisions	Training and/or information sessions have been run for line managers and supervisors of staff	Communication strategies have been developed or implemented	Updated policies and procedures are accessible on the agency's intranet	Other	PSM Act			Other instruments			
													Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12	Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12	
Fisheries	Medium	Being developed	No	Yes - fully	No response	×	Being developed	Yes - partially	Being developed	Being developed	Being developed	No response	-	1	-	-	-	-	-
Forest Products	Small	No response	Yes - fully	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Fremantle Port	Schedule 1	No	Yes - partially	No	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	2	2	-
Gascoyne Dev	Very small	Being developed	No	No	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Geraldton Port	Schedule 1	No response	No response	No response	No response	×	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
GESB	Medium	Being developed	No	Yes - fully	Yes - fully	×	Being developed	No	No	No	No	Yes - fully	-	-	-	-	-	-	-
Gold Corporation	Schedule 1	No response	No response	No response	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
GoldEsp Dev	Very small	Yes - partially	Yes - partially	No	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Gr Southern Dev	Very small	No response	Yes - fully	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Great Southern IT	Medium	Yes - fully	No	Yes - fully	No response	×	No	No	No	No	Being developed	No response	-	-	-	-	1	1	-
Greyhound Racing	Schedule 1	No	No	No	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
HaDSCO	Very small	Yes - fully	Yes - partially	Yes - partially	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Health	Large	Yes - fully	Yes - partially	Yes - fully	No response	×	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	-	4	-	121	548	476	-
Healthway	Very small	Yes - partially	No	Yes - fully	Yes - fully	×	Yes - fully	Being developed	Being developed	Yes - partially	Yes - fully	No response	-	1	-	-	-	-	-
Horizon Power	Schedule 1	No response	No response	No response	No response	×	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Housing	Large	Yes - fully	Yes - fully	Yes - fully	No response	×	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	-	15	12	-	-	-	-
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	×	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Indigenous Affairs	Small	Yes - fully	Yes - fully	Yes - fully	No response	×	Yes - fully	No	No	Yes - partially	Yes - fully	No response	1	-	1	-	-	-	-
Info Commissioner	Very small	No	No	Yes - fully	No response	×	No	No	No	No	No	No	-	-	-	-	-	-	-
Insurance Comm	Medium	No	No	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	1

Agency	Group	22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred? (continued)				23. Within the last year, have changes been made to the agency's discipline policy and/or procedures to reflect the introduction of the Commissioner's Instructions Discipline - General and Discipline - Former Employees, and has your agency communicated the changes to discipline processes?							24. Please provide information on all cases of misconduct (including allegations of breaches of your Code of Conduct or the Public Sector Code of Ethics) that have been followed up as a potential breach of discipline under the Public Sector Management Act 1994 or under another instrument (e.g. industrial award, policy).					
		Provide a link from the agency's intranet to the PSC's website	Panel members are provided with training about the breach process	Provide notification in accordance with the Public Sector Management (Breaches of Public Sector Standards) Regulations 2005	Other	Not applicable to this agency	Changes to policies and procedures have been made to accommodate the new provisions and are endorsed by executive	Training has been provided to staff that are involved in administering discipline provisions	Training and/or information sessions have been run for line managers and supervisors of staff	Communication strategies have been developed or implemented	Updated policies and procedures are accessible on the agency's intranet	Other	PSM Act			Other instruments		
													Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12	Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12
Kimberley Dev	Very small	No	Yes - fully	Yes - fully	No	x	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	-	-	-	-	-	-
Kimberley TI	Small	Yes - fully	Yes - fully	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	17	13	-	-	-
LandCorp	Schedule 1	No response	No response	No response	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Landgate	Medium	Being developed	Yes - partially	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	2	-
Law Reform	Very small	No response	No response	No response	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Legal Aid	Medium	Yes - partially	Yes - partially	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	2	2
Legal Prac	Small	No response	No response	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Local Govt	Small	Yes - fully	Being developed	Yes - fully	No response	x	Yes - partially	Being developed	No	Being developed	Yes - partially	No response	-	-	-	-	-	-
Lotterywest	Small	Yes - fully	Yes - partially	Yes - fully	No response	x	Being developed	Yes - partially	Being developed	Being developed	Being developed	No response	-	-	-	-	-	-
Main Roads	Large	Yes - fully	Being developed	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	5	6	7
Meat Auth	Very small	No	No	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Mental Health	Small	No	No	Yes - partially	No response	x	No	No	No	No	No	No	-	-	-	-	-	-
MERIWA	Very small	No response	No response	No response	No response	x	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Metro Cemeteries	Small	Yes - fully	Yes - partially	Yes - fully	Yes - fully	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	1
Metro Redev	Small	No	Yes - fully	Yes - fully	No response	x	Being developed	Yes - partially	No	No	Being developed	No response	-	-	-	-	-	-
Mid West Dev	Very small	Yes - fully	Yes - partially	Yes - fully	No response	x	Yes - partially	No	No	No	Yes - fully	No response	-	-	-	-	-	-
Mines & Petroleum	Medium	Yes - fully	Yes - fully	Yes - fully	No response	x	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	1	4	7	-	-	-
National Trust	Small	Yes - partially	Yes - fully	Yes - fully	No response	x	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	-	-	-	-	-	-
Ombudsman	Small	Yes - fully	Yes - fully	Yes - fully	No response	x	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	-	-	-	-	-	-
Peel Dev	Very small	No	No	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-



Agency	Group	22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred? (continued)				23. Within the last year, have changes been made to the agency's discipline policy and/or procedures to reflect the introduction of the Commissioner's Instructions Discipline - General and Discipline - Former Employees, and has your agency communicated the changes to discipline processes?							24. Please provide information on all cases of misconduct (including allegations of breaches of your Code of Conduct or the Public Sector Code of Ethics) that have been followed up as a potential breach of discipline under the Public Sector Management Act 1994 or under another instrument (e.g. industrial award, policy).					
		Provide a link from the agency's intranet to the PSC's website	Panel members are provided with training about the breach process	Provide notification in accordance with the Public Sector Management (Breaches of Public Sector Standards) Regulations 2005	Other	Not applicable to this agency	Changes to policies and procedures have been made to accommodate the new provisions and are endorsed by executive	Training has been provided to staff that are involved in administering discipline provisions	Training and/or information sessions have been run for line managers and supervisors of staff	Communication strategies have been developed or implemented	Updated policies and procedures are accessible on the agency's intranet	Other	PSM Act			Other instruments		
													Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12	Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12
Perth Market	Small	Yes - fully	Yes - partially	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Pilbara Dev	Very small	Being developed	Yes - partially	Yes - partially	No response	×	Being developed	Being developed	No	No	Yes - fully	No response	-	-	-	-	-	-
Pilbara Institute	Small	Yes - fully	Being developed	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	1	4	5
Planning	Medium	Yes - partially	No	Yes - fully	No response	×	Being developed	Being developed	Being developed	Being developed	Being developed	No response	-	6	4	1	-	1
Police	Large	Yes - fully	Yes - partially	Yes - fully	No response	×	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	9	65	39	-	-	-
Polytechnic West	Large	Yes - fully	Yes - fully	Yes - fully	No response	×	No	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	-	8	6	-	-	-
Port Hedland Port	Schedule 1	No	Yes - partially	Yes - fully	Yes - fully	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	4
Potato Marketing	Very small	No	No	No	No response	×	No	No	No	No	No	No response	-	-	-	-	-	-
Premier & Cabinet	Medium	Yes - fully	Yes - partially	Yes - fully	No response	×	Being developed	Yes - partially	No	Being developed	Being developed	No response	1	1	-	-	1	1
PSC	Small	Yes - fully	No	Yes - fully	No	×	Yes - fully	No	No	No	No	No response	-	-	-	-	-	-
Public Prosecutions	Medium	Yes - fully	Yes - partially	Yes - fully	No response	×	No	Yes - partially	No	No	No	No response	-	1	1	-	-	-
Public Transport	Large	No response	Yes - fully	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	1	52	46
Racing & Wagering	Schedule 1	No response	No response	No response	No response	×	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Racing, Gaming & Liquor	Small	Yes - fully	Yes - fully	Yes - fully	No response	×	Being developed	Yes - partially	Yes - fully	Yes - partially	No	No response	-	2	-	-	2	-
Regional Dev & Lands	Medium	Yes - fully	Yes - partially	Yes - fully	No response	×	Yes - partially	Yes - fully	No	Yes - partially	Yes - fully	No response	1	1	1	-	-	-
Rottneat Island	Small	No	Being developed	Yes - fully	No response	×	Yes - partially	No	No	Being developed	Yes - partially	No response	-	2	2	-	-	-
SCSA	Small	Yes - fully	Yes - partially	Yes - fully	No response	×	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	-	1	1	-	-	-
Small Business	Small	Yes - fully	Yes - fully	Yes - fully	No response	×	Being developed	Yes - partially	No	Being developed	Yes - partially	No response	-	1	1	-	-	-
South West Dev	Small	No	Being developed	Being developed	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
South West IT	Medium	No	Being developed	Being developed	No response	×	No	No	No	Yes - partially	Yes - fully	No response	1	2	3	-	-	-

Agency	Group	22. What strategies do you use to ensure your employees are aware of the courses of action available if they believe a breach of a standard may have occurred? (continued)				23. Within the last year, have changes been made to the agency's discipline policy and/or procedures to reflect the introduction of the Commissioner's Instructions Discipline - General and Discipline - Former Employees, and has your agency communicated the changes to discipline processes?							24. Please provide information on all cases of misconduct (including allegations of breaches of your Code of Conduct or the Public Sector Code of Ethics) that have been followed up as a potential breach of discipline under the Public Sector Management Act 1994 or under another instrument (e.g. industrial award, policy).					
		Provide a link from the agency's intranet to the PSC's website	Panel members are provided with training about the breach process	Provide notification in accordance with the Public Sector Management (Breaches of Public Sector Standards) Regulations 2005	Other	Not applicable to this agency	Changes to policies and procedures have been made to accommodate the new provisions and are endorsed by executive	Training has been provided to staff that are involved in administering discipline provisions	Training and/or information sessions have been run for line managers and supervisors of staff	Communication strategies have been developed or implemented	Updated policies and procedures are accessible on the agency's intranet	Other	PSM Act			Other instruments		
													Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12	Number of cases still underway carried over from 2010-11	Number of new cases underway in 2011-12	Total number of cases completed in 2011-12
Sport & Rec	Small	Yes - fully	Yes - fully	Yes - fully	No response	×	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	-	1	1	-	-	-
State Development	Small	Yes - fully	Yes - fully	Yes - fully	No response	×	Yes - fully	Being developed	Being developed	Yes - partially	Yes - fully	No response	-	-	-	-	-	-
State Heritage	Small	Yes - fully	Being developed	Yes - fully	No response	×	Yes - partially	Being developed	No	Being developed	Yes - partially	No response	-	-	-	-	-	-
Synergy	Schedule 1	No response	No response	No response	No response	×	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Tourism	Small	Being developed	Yes - partially	Yes - fully	No response	×	Being developed	Yes - fully	No	No	No	No response	-	-	-	-	-	-
Training & Workforce Dev	Medium	Yes - fully	Yes - fully	Yes - fully	No response	×	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	1	1	1	-	1	1
Transport (Dept)	Large	No	Yes - partially	Yes - fully	No response	×	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	1	10	10	-	-	-
Treasury (Dept)	Medium	Yes - fully	Yes - partially	Yes - fully	No response	×	Yes - fully	Yes - fully	Being developed	Yes - partially	Yes - fully	No response	-	-	-	-	-	-
Treasury Corp	Schedule 1	No	No	No	No	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
VenuesWest	Medium	No	Yes - partially	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Verve Energy	Schedule 1	No response	No response	No response	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	3	1
WA College of Teaching	Small	Yes - fully	No	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
WAIRC	Small	Yes - fully	Yes - partially	Yes - fully	No response	×	Being developed	Yes - partially	No	No	Being developed	No response	-	2	2	-	-	-
Water (Dept)	Medium	Yes - fully	No	Yes - fully	No response	×	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	No response	-	-	-	-	-	-
Water Corp	Schedule 1	No response	No response	No response	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	18	146	152
West Coast IT	Medium	Yes - fully	Yes - fully	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	1	1	-	1	1
Western Power	Schedule 1	No response	No response	No response	No response	×	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-
Wheatbelt Dev	Very small	Being developed	Yes - fully	Being developed	No response	×	Being developed	No	No	Yes - fully	Yes - fully	No response	-	1	1	-	-	-
WorkCover	Small	Yes - fully	Yes - fully	Yes - fully	No	×	Yes - fully	No	No	Yes - fully	Yes - fully	No	-	3	3	-	-	-
Zoo	Small	Being developed	Being developed	Yes - fully	No response	✓	No response	No response	No response	No response	No response	No response	-	-	-	-	1	1

Agency	Group	25. Of all cases followed up and completed above, please provide details of the length of time to complete each case using the categories below:						26a. Personal Integrity Acting with care and diligence and making decisions that are honest, fair, impartial, and timely, and consider all relevant information						26b. Accountability Use the resources of the state in a responsible and accountable manner that ensures the efficient, effective and appropriate use of human, natural, financial and physical resources, property and information				26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare				
		Our systems do not currently allow us to monitor the time taken to resolve discipline investigations	Number finalised within 3 months	Number finalised between 3 months and 6 months	Number finalised between 6 months and 12 months	Number finalised between 12 months and 18 months	Number finalised in more than 18 months	Number of finalised investigations			Number of finalised investigations determined to have breached the Code of Ethics/Conduct			Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics/Conduct			Number of finalised investigations				
								Improper access to personal information (e.g. departmental database)	Improper use of internet / email / social media	Conflict of interest	Improper use of position status (e.g. abuse of power, exceeding delegations)	Improper access to personal information (e.g. departmental database)	Improper use of internet / email / social media		Conflict of interest	Improper use of position status (e.g. abuse of power, exceeding delegations)	Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics/Conduct	Misuse of drugs or alcohol	Harassment and/or bullying	Inappropriate behaviour of employees (other than harassment or bullying) during working hours (e.g. behaving disrespectfully)	Personal behaviour of employees (e.g. at social functions outside working hours, use of social media)
Agriculture & Food	Large	X	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1			
Albany Port	Schedule 1	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Animal Resources	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-			
Architects Board	Very small	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Attorney General	Large	X	1	-	2	1	-	-	-	-	-	-	-	-	-	-	1	1	-			
Auditor General	Small	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Botanic Gardens	Small	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Broome Port	Schedule 1	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Bunbury Port	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Bunbury Water	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Burswood Park	Very small	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Busseton Water	Small	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
C Y O'Connor Institute	Small	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
CCC	Small	X	1	2	-	-	-	1	-	-	-	-	-	-	-	-	2	-	-			
Central IT	Large	X	-	7	1	-	-	-	-	7	-	-	-	7	1	1	-	-	-			
Challenger IT	Medium	X	1	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-			
Chem Centre	Small	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Child Protection	Large	X	47	30	44	12	2	-	3	7	-	-	-	4	-	2	9	27	17			
Children & Young People	Very small	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
CHSHA	Small	X	4	-	-	-	-	-	-	-	-	-	-	1	-	-	1	2	-			

Agency	Group	25. Of all cases followed up and completed above, please provide details of the length of time to complete each case using the categories below:							26a. Personal Integrity Acting with care and diligence and making decisions that are honest, fair, impartial, and timely, and consider all relevant information							26b. Accountability Use the resources of the state in a responsible and accountable manner that ensures the efficient, effective and appropriate use of human, natural, financial and physical resources, property and information					26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare				
		Our systems do not currently allow us to monitor the time taken to resolve discipline investigations	Number finalised within 3 months	Number finalised between 3 months and 6 months	Number finalised between 6 months and 12 months	Number finalised between 12 months and 18 months	Number finalised in more than 18 months	Number of finalised investigations				Number of finalised investigations determined to have breached the Code of Ethics/Conduct			Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics/Conduct		Number of finalised investigations							
								Improper access to personal information (e.g. departmental database)	Improper use of internet / email / social media	Conflict of interest	Improper use of position status (e.g. abuse of power, exceeding delegations)	Improper access to personal information (e.g. departmental database)	Improper use of internet / email / social media	Conflict of interest		Improper use of position status (e.g. abuse of power, exceeding delegations)	Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics/Conduct	Misuse of drugs or alcohol	Harassment and/or bullying	Inappropriate behaviour of employees (other than harassment or bullying) during working hours (e.g. behaving disrespectfully)	Personal behaviour of employees (e.g. at social functions outside working hours, use of social media)			
																							Improper use of resources other than internet / email (e.g. vehicles)	Improper use of resources other than internet / email (e.g. vehicles)	
CITF	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commerce	Medium	x	1	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Communities	Medium	x	-	1	1	-	-	-	1	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-
Corrective Services	Large	x	21	94	22	9	3	13	3	17	3	4	2	7	1	5	2	-	2	23	9	-	-	-	-
Culture and the Arts	Medium	x	-	-	2	-	-	-	-	-	1	-	-	-	1	1	1	-	-	-	-	-	-	-	-
Custodial Services	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dampier Port	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Disability Services	Large	x	8	9	5	-	-	-	-	-	2	-	-	-	-	1	1	-	1	12	2	-	-	-	-
Drug & Alcohol	Small	x	2	-	1	-	-	-	-	-	-	-	-	-	-	1	1	1	-	1	-	-	-	-	-
Durack IT	Medium	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Educ Services	Small	x	-	3	-	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Education	Large	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electoral Comm	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Env & Conservation	Large	x	7	1	2	4	-	-	1	6	-	-	1	5	-	1	1	-	2	2	2	-	-	-	2
Environment Protection	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equal Opp	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ERA	Small	x	1	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Esperance Port	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FESA	Large	x	13	9	3	-	-	-	1	-	1	-	1	-	-	15	6	1	1	2	2	-	-	-	2
Finance	Large	✓	-	-	-	-	-	-	3	1	1	-	3	1	1	-	-	-	-	-	-	-	-	-	-

Agency	Group	25. Of all cases followed up and completed above, please provide details of the length of time to complete each case using the categories below:						26a. Personal Integrity Acting with care and diligence and making decisions that are honest, fair, impartial, and timely, and consider all relevant information						26b. Accountability Use the resources of the state in a responsible and accountable manner that ensures the efficient, effective and appropriate use of human, natural, financial and physical resources, property and information				26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare							
		Our systems do not currently allow us to monitor the time taken to resolve discipline investigations	Number finalised within 3 months	Number finalised between 3 months and 6 months	Number finalised between 6 months and 12 months	Number finalised between 12 months and 18 months	Number finalised in more than 18 months	Number of finalised investigations			Number of finalised investigations determined to have breached the Code of Ethics/Conduct			Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics/Conduct			Number of finalised investigations							
								Improper access to personal information (e.g. departmental database)	Improper use of internet / email / social media	Conflict of interest	Improper use of position status (e.g. abuse of power, exceeding delegations)	Improper access to personal information (e.g. departmental database)	Improper use of internet / email / social media		Conflict of interest	Improper use of position status (e.g. abuse of power, exceeding delegations)	Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics/Conduct	Misuse of drugs or alcohol	Harassment and/or bullying	Inappropriate behaviour of employees (other than harassment or bullying) during working hours (e.g. behaving disrespectfully)	Personal behaviour of employees (e.g. at social functions outside working hours, use of social media)			
																							Improper use of position status (e.g. abuse of power, exceeding delegations)	Improper access to personal information (e.g. departmental database)	Improper use of internet / email / social media
Fisheries	Medium	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Forest Products	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fremantle Port	Schedule 1	x	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
Gascoyne Dev	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Geraldton Port	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GESB	Medium	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gold Corporation	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GoldEsp Dev	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gr Southern Dev	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Great Southern IT	Medium	x	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Greyhound Racing	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HaDSCO	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health	Large	✓	-	-	-	-	16	16	-	133	8	11	-	84	22	-	14	5	58	190	2	-	-	-	-
Healthway	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Horizon Power	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housing	Large	✓	-	-	-	-	2	-	4	1	2	-	1	-	2	-	2	-	1	-	-	-	-	-	-
Independ Mkt Op	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indigenous Affairs	Small	x	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Info Commissioner	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Insurance Comm	Medium	x	-	-	1	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-

Agency	Group	25. Of all cases followed up and completed above, please provide details of the length of time to complete each case using the categories below:						26a. Personal Integrity Acting with care and diligence and making decisions that are honest, fair, impartial, and timely, and consider all relevant information						26b. Accountability Use the resources of the state in a responsible and accountable manner that ensures the efficient, effective and appropriate use of human, natural, financial and physical resources, property and information				26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare						
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																							Improper use of resources other than internet / email (e.g. vehicles)	Improper use of resources other than internet / email (e.g. vehicles)
Kimberley Dev	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kimberley TI	Small	x	10	2	1	-	-	-	-	1	-	-	-	1	-	-	-	1	7	3	-	-	-	-
LandCorp	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Landgate	Medium	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Law Reform	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legal Aid	Medium	x	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legal Prac	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Local Govt	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lotterywest	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Main Roads	Large	x	4	2	1	-	-	-	-	-	-	-	-	1	-	-	1	-	5	-	-	-	-	-
Meat Auth	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mental Health	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MERIWA	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Metro Cemeteries	Small	x	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Metro Redev	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mid West Dev	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mines & Petroleum	Medium	x	5	2	-	-	-	-	3	-	-	-	2	-	-	3	1	-	1	-	-	-	-	-
National Trust	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ombudsman	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Peel Dev	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Perth Market	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pilbara Dev	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pilbara Institute	Small	x	4	-	-	-	1	-	1	-	-	-	1	-	-	1	-	-	-	-	-	-	1	-	-	-
Planning	Medium	x	4	-	1	-	-	-	2	-	1	-	1	-	1	-	-	-	-	1	-	-	-	-	-	-
Police	Large	x	19	12	7	1	-	3	4	-	3	3	3	-	2	-	-	-	1	-	-	9	-	4	-	-
Polytechnic West	Large	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	1
Port Hedland Port	Schedule 1	x	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Potato Marketing	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Premier & Cabinet	Medium	x	1	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PSC	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public Prosecutions	Medium	x	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Public Transport	Large	✓	-	-	-	-	-	-	9	-	31	-	7	-	9	-	-	-	1	-	-	2	-	1	-	-
Racing & Wagering	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Racing, Gaming & Liquor	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Regional Dev & Lands	Medium	x	1	-	-	-	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Rottneest Island	Small	x	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-
SCSA	Small	x	1	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Small Business	Small	x	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-
South West Dev	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South West IT	Medium	x	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-



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Sport & Rec	Small	x	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State Development	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State Heritage	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Synergy	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tourism	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Training & Workforce Dev	Medium	x	-	1	1	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Transport (Dept)	Large	x	8	-	2	-	-	4	-	-	-	4	-	1	1	-	2	3	-	-	-	-	-	-
Treasury (Dept)	Medium	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Treasury Corp	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VenuesWest	Medium	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Verve Energy	Schedule 1	x	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
WA College of Teaching	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WAIRC	Small	x	2	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-
Water (Dept)	Medium	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Water Corp	Schedule 1	✓	-	-	-	-	-	26	1	1	-	25	1	1	16	15	26	14	53	15	-	-	-	-
West Coast IT	Medium	x	1	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Western Power	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wheatbelt Dev	Very small	x	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
WorkCover	Small	x	3	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-
Zoo	Small	x	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Agency	Group	26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare (continued)				26d. Other Elements		27. For those employees who were determined to have breached the Code of Ethics / Conduct as reported above (i.e. those who were the subjects of finalised investigations), please indicate the outcome:										28. Does your agency have a policy and systems which support grievance management?									
		Number of finalised investigations determined to have breached the Code of Ethics/Conduct				Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics / Conduct	Improvement notice issued	Termination of employment	Reduction in classification	Re-assignment of duties	Reduction in salary	Deductions from salary by way of a fine	Reprimand	Breach found but no sanction imposed	No breach found	Investigation discontinued because of resignation of employee under investigation	Employee counselled	Employee transferred	Other	Specific policies developed and implemented	Policies are communicated to all staff through via email, intranet and posters	Clear processes have been established for dealing with grievances	Processes are monitored and reviewed to ensure that the policies and processes are being appropriately applied	Senior management monitors and ensures that incidents are properly addressed	The agency has a grievance officer(s) to whom employees can report incidents	Other
		Misuse of drugs or alcohol	Harassment and/or bullying	Inappropriate behaviour of employees (other than harassment or bullying) during working hours (e.g. behaving disrespectfully)	Personal behaviour of employees (e.g. at social functions outside working hours, use of social media)																						
Agriculture & Food	Large	-	-	2	1	-	-	3	-	-	-	1	1	2	-	-	2	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Albany Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	No	No response	
Animal Resources	Small	-	2	-	-	-	-	2	-	-	-	-	-	2	-	-	2	-	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Architects Board	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	No response	No response	No response	No response	No response	No response	
Attorney General	Large	-	1	1	-	1	1	-	-	-	-	-	2	-	-	-	-	1	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Auditor General	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Botanic Gardens	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	
Broome Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	
Bunbury Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	
Bunbury Water	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response	
Burswood Park	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	No response	No response	Yes - fully	No response	
Busselton Water	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response	
C Y O'Connor Institute	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
CCC	Small	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Central IT	Large	-	-	-	-	-	-	-	-	-	-	6	1	1	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Challenger IT	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Chem Centre	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Child Protection	Large	-	1	4	-	66	11	-	1	-	-	3	8	4	-	-	-	-	-	Yes - fully	No	Yes - partially	Yes - partially	No	No	No response	
Children & Young People	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
CHSHA	Small	-	1	2	-	-	-	-	1	-	-	-	2	-	-	-	1	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	

Agency	Group	26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare (continued)				26d. Other Elements		27. For those employees who were determined to have breached the Code of Ethics / Conduct as reported above (i.e. those who were the subjects of finalised investigations), please indicate the outcome:										28. Does your agency have a policy and systems which support grievance management?									
		Number of finalised investigations determined to have breached the Code of Ethics/Conduct				Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics / Conduct	Improvement notice issued	Termination of employment	Reduction in classification	Re-assignment of duties	Reduction in salary	Deductions from salary by way of a fine	Reprimand	Breach found but no sanction imposed	No breach found	Investigation discontinued because of resignation of employee under investigation	Employee counselled	Employee transferred	Other	Specific policies developed and implemented	Policies are communicated to all staff through via email, intranet and posters	Clear processes have been established for dealing with grievances	Processes are monitored and reviewed to ensure that the policies and processes are being appropriately applied	Senior management monitors and ensures that incidents are properly addressed	The agency has a grievance officer(s) to whom employees can report incidents	Other
		Misuse of drugs or alcohol	Harassment and/or bullying	Inappropriate behaviour of employees (other than harassment or bullying) during working hours (e.g. behaving disrespectfully)	Personal behaviour of employees (e.g. at social functions outside working hours, use of social media)																						
CITF	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	No response
Commerce	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response
Communities	Medium	-	1	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	Yes - partially	Being developed	Yes - partially	Being developed	Yes - partially	Yes - fully	Yes - fully	
Corrective Services	Large	-	-	13	4	74	39	21	3	2	-	10	41	-	43	12	17	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Culture and the Arts	Medium	-	-	-	-	-	-	1	1	-	-	-	1	-	1	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	
Custodial Services	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	
Dampier Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - partially	Yes - fully	No response	
Disability Services	Large	-	-	12	1	4	1	5	-	-	-	1	-	8	1	7	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Drug & Alcohol	Small	1	-	1	-	-	-	-	1	-	-	-	-	2	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	
Durack IT	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Educ Services	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Education	Large	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Electoral Comm	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Env & Conservation	Large	-	2	2	1	-	-	1	2	-	-	-	1	3	-	2	4	-	-	1	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response
Environment Protection	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Equal Opp	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
ERA	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Esperance Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	
FESA	Large	1	1	1	-	2	2	-	-	1	-	-	5	3	12	2	-	-	2	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - fully	Yes - fully	
Finance	Large	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	

Agency	Group	26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare (continued)					26d. Other Elements	27. For those employees who were determined to have breached the Code of Ethics / Conduct as reported above (i.e. those who were the subjects of finalised investigations), please indicate the outcome:										28. Does your agency have a policy and systems which support grievance management?									
		Number of finalised investigations determined to have breached the Code of Ethics/Conduct					Number of finalised investigations determined to have breached the Code of Ethics / Conduct	Improvement notice issued	Termination of employment	Reduction in classification	Re-assignment of duties	Reduction in salary	Deductions from salary by way of a fine	Reprimand	Breach found but no sanction imposed	No breach found	Investigation discontinued because of resignation of employee under investigation	Employee counselled	Employee transferred	Other	Specific policies developed and implemented	Policies are communicated to all staff through via email, intranet and posters	Clear processes have been established for dealing with grievances	Processes are monitored and reviewed to ensure that the policies and processes are being appropriately applied	Senior management monitors and ensures that incidents are properly addressed	The agency has a grievance officer(s) to whom employees can report incidents	Other
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Fisheries	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response
Forest Products	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No response
Fremantle Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Gascoyne Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Being developed	No response
Geraldton Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response
Gold Corporation	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
GoldEsp Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Gr Southern Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response
Great Southern IT	Medium	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	No response	Yes - partially	No response	No response	Yes - fully	Yes - fully	No response
Greyhound Racing	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
HaDSCO	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response
Health	Large	3	3	94	1	34	31	-	13	-	1	-	-	168	5	29	30	79	2	149	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially
Healthway	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response
Horizon Power	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response
Housing	Large	-	1	-	-	2	-	-	3	-	-	1	-	2	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Independ Mkt Op	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Indigenous Affairs	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response
Info Commissioner	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	Yes - fully	No response
Insurance Comm	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response

Agency	Group	26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare (continued)				26d. Other Elements		27. For those employees who were determined to have breached the Code of Ethics / Conduct as reported above (i.e. those who were the subjects of finalised investigations), please indicate the outcome:										28. Does your agency have a policy and systems which support grievance management?									
		Number of finalised investigations determined to have breached the Code of Ethics/Conduct				Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics / Conduct	Improvement notice issued	Termination of employment	Reduction in classification	Re-assignment of duties	Reduction in salary	Deductions from salary by way of a fine	Reprimand	Breach found but no sanction imposed	No breach found	Investigation discontinued because of resignation of employee under investigation	Employee counselled	Employee transferred	Other	Specific policies developed and implemented	Policies are communicated to all staff through via email, intranet and posters	Clear processes have been established for dealing with grievances	Processes are monitored and reviewed to ensure that the policies and processes are being appropriately applied	Senior management monitors and ensures that incidents are properly addressed	The agency has a grievance officer(s) to whom employees can report incidents	Other
		Misuse of drugs or alcohol	Harassment and/or bullying	Inappropriate behaviour of employees (other than harassment or bullying) during working hours (e.g. behaving disrespectfully)	Personal behaviour of employees (e.g. at social functions outside working hours, use of social media)																						
Kimberley Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Being developed	Being developed	Yes - fully	No response
Kimberley TI	Small	-	-	6	1	-	-	6	1	-	-	-	-	-	6	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response
LandCorp	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response
Landgate	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - partially	Yes - fully	No	Yes - partially	Yes - fully	No response
Law Reform	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	No response	No response	Yes - fully	Yes - fully	No response	No response
Legal Aid	Medium	-	-	-	-	2	2	-	1	-	-	-	-	-	1	-	-	-	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response
Legal Prac	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response
Local Govt	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response
Lotterywest	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Main Roads	Large	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1	1	3	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Meat Auth	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	No	Yes - fully	No	Yes - fully	Yes - fully	No response
Mental Health	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Being developed	Yes - fully	Being developed	Being developed	Yes - fully	No response
MERIWA	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Metro Redev	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	Being developed	Being developed	Being developed	Yes - partially	Being developed	No response
Mid West Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	Yes - fully	Yes - partially	No	Yes - partially	No	No response
Mines & Petroleum	Medium	-	1	-	-	-	-	-	-	-	-	-	4	-	2	-	1	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
National Trust	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Ombudsman	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Peel Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response

Agency	Group	26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare (continued)				26d. Other Elements		27. For those employees who were determined to have breached the Code of Ethics / Conduct as reported above (i.e. those who were the subjects of finalised investigations), please indicate the outcome:										28. Does your agency have a policy and systems which support grievance management?									
		Number of finalised investigations determined to have breached the Code of Ethics/Conduct				Number of finalised investigations	Number of finalised investigations determined to have breached the Code of Ethics / Conduct	Improvement notice issued	Termination of employment	Reduction in classification	Re-assignment of duties	Reduction in salary	Deductions from salary by way of a fine	Reprimand	Breach found but no sanction imposed	No breach found	Investigation discontinued because of resignation of employee under investigation	Employee counselled	Employee transferred	Other	Specific policies developed and implemented	Policies are communicated to all staff through via email, intranet and posters	Clear processes have been established for dealing with grievances	Processes are monitored and reviewed to ensure that the policies and processes are being appropriately applied	Senior management monitors and ensures that incidents are properly addressed	The agency has a grievance officer(s) to whom employees can report incidents	Other
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Perth Market	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Pilbara Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	No response
Pilbara Institute	Small	-	-	1	-	2	-	1	-	-	-	2	-	2	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Planning	Medium	-	1	-	-	1	-	-	-	-	-	3	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Police	Large	1	-	7	3	15	8	2	1	1	-	10	-	13	3	-	-	9	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Polytechnic West	Large	-	1	-	-	2	1	-	-	1	-	1	-	2	-	-	1	1	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No response
Port Hedland Port	Schedule 1	-	-	-	-	4	4	2	1	1	-	-	-	-	-	-	-	-	-	-	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response
Potato Marketing	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	No	Yes - fully	No	Yes - fully	Yes - fully	No response
Premier & Cabinet	Medium	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
PSC	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No
Public Prosecutions	Medium	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	No	No response
Public Transport	Large	1	-	2	1	2	2	-	2	1	-	1	-	16	20	6	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Racing & Wagering	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Regional Dev & Lands	Medium	-	-	1	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully
Rottnest Island	Small	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
SCSA	Small	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Small Business	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response
South West Dev	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No response	No response
South West IT	Medium	-	-	-	-	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response

Agency	Group	26c. Relationships With Others Treating people with respect, courtesy and sensitivity and recognise their interests, rights, safety and welfare (continued)				26d. Other Elements		27. For those employees who were determined to have breached the Code of Ethics / Conduct as reported above (i.e. those who were the subjects of finalised investigations), please indicate the outcome:										28. Does your agency have a policy and systems which support grievance management?												
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Sport & Rec	Small	-	-	-	-	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
State Development	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
State Heritage	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Synergy	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Training & Workforce Dev	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Transport (Dept)	Large	-	2	3	-	-	-	4	-	-	-	5	7	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
Treasury (Dept)	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully
Treasury Corp	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
VenuesWest	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response
Verve Energy	Schedule 1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	No response
WA College of Teaching	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No response	No response
WAIRC	Small	-	-	1	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response
Water (Dept)	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	No response
Water Corp	Schedule 1	26	7	44	14	-	-	9	10	-	4	-	-	58	-	-	16	52	3	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
West Coast IT	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No response	No response
Western Power	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
WorkCover	Small	-	-	-	-	2	2	-	1	-	-	-	-	-	1	-	1	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No
Zoo	Small	-	-	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed



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Agriculture & Food	Large	1	-	1	x	-	-	-	1	-	1	-	x	x	✓	✓	x	x	✓	✓	x	x	Highly confident	Yes	
Albany Port	Schedule 1	-	-	-	x	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Not confident	Yes	
Animal Resources	Small	-	3	1	✓	-	-	-	-	-	100	x	x	x	x	x	x	✓	x	x	x	x	Highly confident	Yes	
Architects Board	Very small	-	-	-	x	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Not confident	Yes	
Attorney General	Large	1	3	4	x	3	1	-	-	-	1	25	x	x	✓	✓	x	x	x	x	✓	x	Highly confident	Yes	
Auditor General	Small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes	
Botanic Gardens	Small	-	1	1	x	1	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes	
Broome Port	Schedule 1	-	-	-	x	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes	
Bunbury Port	Schedule 1	-	-	-	✓	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes	
Bunbury Water	Small	-	-	-	x	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes	
Burswood Park	Very small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	No	
Busselton Water	Small	-	-	-	x	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Highly confident	Yes	
C Y O'Connor Institute	Small	-	-	1	x	-	1	-	-	-	1	-	x	x	✓	x	x	x	x	x	x	x	Confident	Yes	
CCC	Small	1	-	1	x	-	-	-	1	-	1	-	x	x	x	✓	x	x	x	x	x	x	Highly confident	Yes	
Central IT	Large	1	5	5	x	3	1	-	1	-	-	40	x	x	✓	✓	✓	✓	x	x	x	x	Confident	Yes	
Challenger IT	Medium	-	1	1	x	1	-	-	-	-	-	-	x	x	x	x	x	x	✓	x	x	x	Confident	Yes	
Chem Centre	Small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	No	
Child Protection	Large	3	4	7	x	2	1	1	3	-	-	1	x	x	x	x	x	x	x	x	x	x	Confident	Yes	
Children & Young People	Very small	-	-	-	x	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes	
CHSHA	Small	1	2	3	x	1	2	-	-	-	1	100	x	x	✓	x	x	x	✓	x	✓	x	Confident	Yes	

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CITF	Very small	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Highly confident	Yes		
Commerce	Medium	1	2	1	x	1	-	-	-	-	-	x	x	✓	x	x	x	✓	✓	x	x	Highly confident	Yes		
Communities	Medium	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Not confident	No		
Corrective Services	Large	3	25	18	x	10	4	3	1	-	-	x	x	x	x	✓	✓	✓	✓	✓	x	Highly confident	Yes		
Culture and the Arts	Medium	-	-	1	x	-	-	1	-	-	-	1	x	x	✓	x	x	x	✓	x	x	Confident	Yes		
Custodial Services	Very small	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	No response	Yes		
Dampier Port	Schedule 1	-	-	-	✓	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Highly confident	Yes		
Disability Services	Large	3	6	5	x	3	1	1	-	-	-	x	x	✓	✓	x	x	✓	x	✓	x	Highly confident	Yes		
Drug & Alcohol	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
Durack IT	Medium	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes		
Educ Services	Small	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes		
Education	Large	1	9	7	✓	-	-	-	-	-	1	x	x	x	✓	x	x	x	x	x	x	Confident	Yes		
Electoral Comm	Small	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes		
Env & Conservation	Large	5	6	7	x	2	2	1	1	1	1	42	x	x	x	x	x	✓	x	x	x	Confident	Yes		
Environment Protection	Small	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes		
Equal Opp	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Highly confident	Yes		
ERA	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
Esperance Port	Schedule 1	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	No response	No response		
FESA	Large	4	19	23	x	18	4	1	-	-	9	13	x	x	✓	✓	x	✓	x	✓	x	Confident	Yes		
Finance	Large	-	1	-	✓	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		

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Fisheries	Medium	3	1	4	x	1	-	-	3	-	-	100	x	x	✓	✓	x	✓	x	x	x	x	x	Confident	Yes
Forest Products	Small	-	1	1	x	1	-	-	-	-	1	-	x	x	x	x	x	✓	x	x	x	x	x	Highly confident	Yes
Fremantle Port	Schedule 1	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	Highly confident	Yes
Gascoyne Dev	Very small	-	-	-	✓	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	x	Not confident	Yes
Geraldton Port	Schedule 1	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	No response	No response
GESB	Medium	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	Confident	Yes
Gold Corporation	Schedule 1	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	Not covered	No response
GoldEsp Dev	Very small	1	-	-	✓	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	Confident	Yes
Gr Southern Dev	Very small	-	-	-	✓	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	x	Confident	Yes
Great Southern IT	Medium	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	Confident	Yes
Greyhound Racing	Schedule 1	-	-	-	✓	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	x	Highly confident	Yes
HaDSCO	Very small	-	-	-	x	-	-	-	-	-	-	-	x	x	✓	x	x	x	x	x	x	x	x	Highly confident	Yes
Health	Large	14	88	76	✓	-	-	-	-	-	12	51	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	Confident	Yes
Healthway	Very small	-	1	1	x	1	-	-	-	-	-	100	x	x	x	✓	x	x	x	x	x	x	x	Confident	Yes
Horizon Power	Schedule 1	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	No response	No response
Housing	Large	2	8	8	✓	-	-	-	-	-	2	62.5	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	Highly confident	Yes
Independ Mkt Op	Schedule 1	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	Confident	Yes
Indigenous Affairs	Small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	Confident	Yes
Info Commissioner	Very small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	x	No response	Yes
Insurance Comm	Medium	-	-	4	x	2	1	1	-	-	1	100	x	x	✓	✓	x	x	✓	x	x	x	x	Confident	Yes

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Kimberley Dev	Very small	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	Confident	Yes			
Kimberley TI	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	Confident	Yes			
LandCorp	Schedule 1	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	Confident	Yes			
Landgate	Medium	-	10	10	x	4	4	2	-	-	1	50	x	x	✓	✓	x	x	✓	x	Confident	Yes			
Law Reform	Very small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	Confident	No			
Legal Aid	Medium	2	1	3	x	2	1	-	-	-	-	-	x	x	✓	x	x	x	x	✓	x	Confident	Yes		
Legal Prac	Small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	No response	No response			
Local Govt	Small	-	-	-	✓	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	Confident	Yes			
Lotterywest	Small	-	1	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	No response	Yes			
Main Roads	Large	3	4	7	x	3	2	1	-	1	1	3	x	x	✓	✓	✓	✓	✓	✓	Confident	Yes			
Meat Auth	Very small	-	-	-	✓	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	Confident	No			
Mental Health	Small	-	1	1	x	1	-	-	-	-	1	-	x	x	✓	x	x	x	x	x	Confident	Yes			
MERIWA	Very small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	No response	No response			
Metro Cemeteries	Small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	Highly confident	Yes			
Metro Redev	Small	-	-	-	x	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	Not confident	No			
Mid West Dev	Very small	-	-	-	x	-	-	-	-	-	-	-	x	x	x	x	x	x	x	x	Not confident	Yes			
Mines & Petroleum	Medium	-	16	16	x	15	1	-	-	-	2	12	x	x	✓	x	x	x	✓	✓	Confident	Yes			
National Trust	Small	-	-	-	✓	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	Highly confident	No response			
Ombudsman	Small	-	-	-	✓	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	Highly confident	Yes			
Peel Dev	Very small	-	-	-	x	-	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	Highly confident	Yes			

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Perth Market	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
Pilbara Dev	Very small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
Pilbara Institute	Small	-	2	2	x	2	-	-	-	1	-	x	x	✓	x	x	x	x	x	x	x	Confident	Yes		
Planning	Medium	-	1	1	x	-	1	-	-	1	-	x	x	✓	x	x	x	x	x	x	x	Confident	Yes		
Police	Large	3	25	19	x	13	5	1	-	-	1	-	x	x	✓	x	✓	✓	✓	✓	x	Highly confident	Yes		
Polytechnic West	Large	-	6	3	✓	-	-	-	-	-	17	x	x	✓	✓	x	x	✓	x	x	x	Confident	Yes		
Port Hedland Port	Schedule 1	-	1	1	x	1	-	-	-	-	-	x	x	✓	x	x	x	x	x	x	x	Confident	Yes		
Potato Marketing	Very small	-	-	-	✓	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Highly confident	No response		
Premier & Cabinet	Medium	1	1	1	x	1	-	-	-	-	-	x	x	x	x	x	x	✓	x	x	x	Confident	Yes		
PSC	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
Public Prosecutions	Medium	2	-	2	x	-	-	2	-	-	-	x	x	x	x	x	x	x	x	x	x	Highly confident	No		
Public Transport	Large	-	20	20	✓	-	-	-	-	2	30	x	x	✓	x	✓	x	✓	✓	✓	✓	Confident	Yes		
Racing & Wagering	Schedule 1	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Not covered	Yes		
Racing, Gaming & Liquor	Small	-	1	1	x	-	-	1	-	-	1	-	x	x	✓	x	x	x	✓	x	✓	Confident	No		
Regional Dev & Lands	Medium	-	2	2	x	2	-	-	-	-	-	x	x	✓	x	x	x	✓	x	x	x	Confident	Yes		
Rottneest Island	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Highly confident	No		
SCSA	Small	-	-	-	✓	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
Small Business	Small	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes		
South West Dev	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
South West IT	Medium	-	1	1	x	1	-	-	-	1	100	x	x	x	✓	x	x	x	x	x	x	Highly confident	Yes		

Agency	Group	29. Please indicate the number of grievances underway and completed by your agency in 2011-12:			30. Of all cases followed up and completed above, please indicate the length of time taken to complete each case, using the categories below:						31. Of those cases followed up and completed above, please provide the number of cases where the grievance was sustained.	32. What percentage of cases led to other actions such as discipline, training and counselling?	33. Which of the following subject matters were relevant to any of the grievance applications finalised in your agency during 2011-12 (i.e. those grievances that were sustained in the question above)?										34. How confident are you that appropriate distinctions are made in your organisation about matters that should be addressed under a grievance or misconduct management framework?	35. Are policies and procedures in place to ensure effective employee performance management (including sub-standard performance), provide feedback to employees and to identify training needs?	
		Cases carried over from 2010-11	New cases underway in 2011-12	Total number of cases completed in 2011-12	Our systems do not currently allow us to monitor the time taken to resolve grievance investigations	Number finalised within 3 months	Number finalised between 3 months and 6 months	Number finalised between 6 months and 12 months	Number finalised between 12 months and 18 months	Number finalised in more than 18 months			Not applicable - none finalised	Our systems do not currently allow us to monitor staff participation in grievance processes	Interpersonal conflict	Performance feedback / assessment	Access to leave or other conditions of employment	Procedural issues relating to selection exercises	Bullying or harassment	Discrimination	Inappropriate behaviour in the workplace (e.g. when dealing with clients / stakeholders)	Workplace change (e.g. changes in duties)			Other
Sport & Rec	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
State Development	Small	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes		
State Heritage	Small	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes		
Synergy	Schedule 1	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	No response	No response		
Tourism	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
Training & Workforce Dev	Medium	-	2	1	x	1	-	-	-	-	100	x	x	✓	x	x	x	x	x	x	x	Highly confident	Yes		
Transport (Dept)	Large	-	4	4	x	3	-	1	-	-	4	100	x	x	✓	x	x	x	✓	✓	x	Confident	Yes		
Treasury (Dept)	Medium	-	2	2	x	1	1	-	-	-	100	x	x	✓	✓	✓	x	✓	✓	x	x	Confident	Yes		
Treasury Corp	Schedule 1	-	-	-	✓	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Highly confident	Yes		
VenuesWest	Medium	-	2	2	x	2	-	-	-	-	50	x	x	✓	x	x	x	✓	✓	x	x	Confident	Yes		
Verve Energy	Schedule 1	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes		
WA College of Teaching	Small	-	1	1	x	1	-	-	-	-	1	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
WAIRC	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Not confident	Yes		
Water (Dept)	Medium	7	-	7	x	-	-	3	2	2	-	x	x	x	x	x	x	x	x	x	x	Confident	Yes		
Water Corp	Schedule 1	4	21	21	✓	-	-	-	-	-	6	62	x	x	✓	✓	x	✓	✓	✓	x	Confident	Yes		
West Coast IT	Medium	-	2	2	x	2	-	-	-	-	100	x	x	✓	x	x	x	x	x	x	x	Highly confident	Yes		
Western Power	Schedule 1	-	-	-	x	-	-	-	-	-	-	x	x	x	x	x	x	x	x	x	x	No response	No response		
Wheatbelt Dev	Very small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Confident	Yes		
WorkCover	Small	-	-	-	x	-	-	-	-	-	-	✓	x	x	x	x	x	x	x	x	x	Highly confident	Yes		
Zoo	Small	-	1	1	x	-	1	-	-	-	-	x	x	x	x	x	x	x	✓	x	x	Confident	Yes		

Agency	Group	36. How do you monitor whether formal performance management meetings between supervisors and their staff are being undertaken?							37. To what extent have your Tier 2 and 3 senior managers participated in a formal performance management process?		38. Please indicate the proportion of all other staff who participated in performance management processes with their line manager in the past year.		39. How many staff in your agency are currently being managed under the provisions for managing sub-standard performance as defined in s. 79 (5) of the Public Sector Management Act 1994 ?			40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system?				
		Our systems do not currently allow us to monitor staff participation in performance management processes	Line managers are accountable for implementing the agency's performance management system (i.e. included within line managers' performance agreements)	Monthly reporting by line managers through branch / divisional managers	Reported by human resource manager to Corporate Executive and recorded in minutes	Formalised in branch operational plans	Other	Percentage of Tier 2 and 3 senior managers participating in one PM process during 2011-12	Percentage of Tier 2 and 3 senior managers participating in two or more PM processes during 2011-12	Percentage of staff participating in one PM process	Percentage of staff participating in two or more PM processes	Our systems do not currently allow us to monitor staff participation in sub-standard performance management processes	Number of staff managed under Part V provisions	Number of staff being managed under similar provisions under other awards	A defined timeline for the completion of agreement phases in employees agreements	Key performance indicators relating to performance management included in line managers' performance agreements	Agency-wide performance indicators relating to performance management included in senior managers' performance agreements	Managers recognised for their staff management skills	Managers with a need to improve their staff management skills identified and assistance provided	
																				Yes - fully
Agriculture & Food	Large	x	✓	x	✓	x	✓	80-100%	80-100%	80-100%	No response	✓	-	-	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	
Albany Port	Schedule 1	x	✓	x	x	x	x	80-100%	No response	80-100%	No response	✓	-	-	Yes - fully	No	No	Yes - fully	Yes - fully	
Animal Resources	Small	x	✓	x	x	x	✓	80-100%	60-79%	80-100%	40-59%	x	1	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Architects Board	Very small	x	✓	x	✓	x	x	80-100%	0-19%	80-100%	0-19%	x	-	-	Yes - fully	No response	No response	No response	No response	
Attorney General	Large	x	✓	x	✓	✓	✓	80-100%	80-100%	0-19%	60-79%	x	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Auditor General	Small	x	✓	x	✓	✓	x	80-100%	0-19%	80-100%	40-59%	x	-	-	Yes - fully	Being developed	Being developed	Yes - fully	Yes - fully	
Botanic Gardens	Small	x	✓	x	✓	x	x	80-100%	0-19%	80-100%	0-19%	x	-	160	No	No	No	Being developed	Being developed	
Broome Port	Schedule 1	x	x	x	x	x	✓	80-100%	0-19%	0-19%	0-19%	x	-	-	No	No	No	No	No	
Bunbury Port	Schedule 1	x	x	x	x	x	✓	0-19%	80-100%	80-100%	0-19%	✓	-	-	Yes - partially	Yes - fully	Yes - partially	No	Yes - partially	
Bunbury Water	Small	x	✓	x	x	x	x	80-100%	0-19%	80-100%	0-19%	x	-	1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Burswood Park	Very small	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	Being developed	No response	No response	No response	No response	
Busselton Water	Small	x	✓	x	x	x	x	0-19%	0-19%	0-19%	0-19%	x	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	
C Y O'Connor Institute	Small	x	✓	✓	✓	x	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
CCC	Small	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	Yes - partially	Yes - partially	No	Yes - partially	Yes - partially	
Central IT	Large	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	Yes - partially	No	No	No	Yes - fully	
Challenger IT	Medium	x	✓	x	✓	x	x	No response	80-100%	No response	80-100%	x	-	-	Yes - fully	No	No	No	No	
Chem Centre	Small	x	x	x	✓	x	x	80-100%	80-100%	40-59%	20-39%	x	-	-	No	No	No	No	Being developed	
Child Protection	Large	x	x	x	x	✓	✓	20-39%	0-19%	20-39%	0-19%	x	1	-	No	No	No	No	Yes - partially	
Children & Young People	Very small	x	✓	x	x	x	✓	0-19%	80-100%	0-19%	60-79%	x	-	-	Yes - fully	No	No	Yes - partially	Yes - fully	
CHSHA	Small	x	✓	x	x	x	x	No response	20-39%	20-39%	40-59%	x	-	1	Yes - partially	Being developed	Being developed	Yes - partially	Yes - fully	



Agency	Group	36. How do you monitor whether formal performance management meetings between supervisors and their staff are being undertaken?							37. To what extent have your Tier 2 and 3 senior managers participated in a formal performance management process?		38. Please indicate the proportion of all other staff who participated in performance management processes with their line manager in the past year.		39. How many staff in your agency are currently being managed under the provisions for managing sub-standard performance as defined in s. 79 (5) of the Public Sector Management Act 1994 ?			40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system?				
		Our systems do not currently allow us to monitor staff participation in performance management processes	Line managers are accountable for implementing the agency's performance management system (i.e. included within line managers' performance agreements)	Monthly reporting by line managers through branch / divisional managers	Reported by human resource manager to Corporate Executive and recorded in minutes	Formalised in branch operational plans	Other	Percentage of Tier 2 and 3 senior managers participating in one PM process during 2011-12	Percentage of Tier 2 and 3 senior managers participating in two or more PM processes during 2011-12	Percentage of staff participating in one PM process	Percentage of staff participating in two or more PM processes	Our systems do not currently allow us to monitor staff participation in sub-standard performance management processes	Number of staff managed under Part V provisions	Number of staff being managed under similar provisions under other awards	A defined timeline for the completion of agreement phases in employees agreements	Key performance indicators relating to performance management included in line managers' performance agreements	Agency-wide performance indicators relating to performance management included in senior managers' performance agreements	Managers recognised for their staff management skills	Managers with a need to improve their staff management skills identified and assistance provided	
																				Yes - fully
CITF	Very small	x	✓	x	x	x	✓	80-100%	80-100%	80-100%	60-79%	x	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Commerce	Medium	x	x	x	x	x	✓	80-100%	60-79%	No response	No response	x	-	-	Yes - fully	No	No	Yes - partially	Yes - partially	
Communities	Medium	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No	No	No	No	Yes - partially	
Corrective Services	Large	x	x	x	✓	x	x	80-100%	No response	80-100%	No response	✓	-	-	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	
Culture and the Arts	Medium	x	✓	x	✓	x	✓	40-59%	0-19%	20-39%	20-39%	x	-	-	Yes - fully	Yes - partially	No	No	No	
Custodial Services	Very small	x	✓	✓	x	x	x	60-79%	60-79%	60-79%	0-19%	x	1	-	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	
Dampier Port	Schedule 1	x	✓	✓	✓	x	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	
Disability Services	Large	x	✓	x	x	x	x	80-100%	80-100%	80-100%	80-100%	✓	-	-	Being developed	Yes - fully	Yes - fully	Yes - partially	Yes - fully	
Drug & Alcohol	Small	x	x	x	✓	x	x	20-39%	0-19%	40-59%	0-19%	x	-	-	Yes - fully	No	No	Yes - partially	Yes - partially	
Durack IT	Medium	x	✓	x	x	✓	x	0-19%	0-19%	0-19%	0-19%	x	-	-	No	No	No	Yes - fully	Yes - partially	
Educ Services	Small	x	✓	x	x	x	✓	80-100%	80-100%	60-79%	No response	x	-	-	No	No	No	Yes - partially	Yes - partially	
Education	Large	x	✓	x	x	x	x	60-79%	40-59%	80-100%	40-59%	x	5	-	No	Yes - fully	Yes - fully	Yes - partially	Yes - fully	
Electoral Comm	Small	x	✓	x	✓	x	✓	0-19%	80-100%	20-39%	60-79%	x	-	-	No	No	Yes - partially	Yes - partially	No	
Env & Conservation	Large	x	✓	x	x	x	x	0-19%	0-19%	0-19%	0-19%	x	6	-	Yes - partially	No	Yes - partially	No	No	
Environment Protection	Small	x	✓	x	x	x	x	60-79%	0-19%	40-59%	No response	x	-	-	No	Being developed	No	Yes - partially	Yes - partially	
Equal Opp	Small	x	✓	x	✓	x	✓	80-100%	80-100%	80-100%	0-19%	x	1	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
ERA	Small	x	x	x	✓	x	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	
Esperance Port	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No response	No response	No response	No response	No response	
FESA	Large	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No	No	Being developed	No	Being developed	
Finance	Large	x	✓	x	✓	x	x	No response	40-59%	No response	40-59%	✓	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	

Agency	Group	36. How do you monitor whether formal performance management meetings between supervisors and their staff are being undertaken?							37. To what extent have your Tier 2 and 3 senior managers participated in a formal performance management process?		38. Please indicate the proportion of all other staff who participated in performance management processes with their line manager in the past year.		39. How many staff in your agency are currently being managed under the provisions for managing sub-standard performance as defined in s. 79 (5) of the Public Sector Management Act 1994 ?			40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system?				
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																				Yes - fully
Fisheries	Medium	x	✓	x	✓	x	x	20-39%	0-19%	0-19%	0-19%	x	-	-	No	Yes - partially	Being developed	Being developed	Yes - partially	
Forest Products	Small	x	✓	x	✓	x	x	60-79%	0-19%	60-79%	0-19%	x	-	-	Being developed	Being developed	Being developed	Being developed	Being developed	
Fremantle Port	Schedule 1	x	✓	x	✓	x	✓	80-100%	80-100%	60-79%	60-79%	x	-	-	No	Yes - fully	Yes - fully	Yes - partially	Yes - partially	
Gascoyne Dev	Very small	x	✓	x	x	x	x	0-19%	0-19%	60-79%	No response	x	-	-	No	No	No	Yes - fully	Yes - fully	
Geraldton Port	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No response	No response	No response	No response	No response	
GESB	Medium	x	✓	x	x	✓	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	
Gold Corporation	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No response	No response	No response	No response	No response	
GoldEsp Dev	Very small	x	✓	x	x	x	x	0-19%	0-19%	80-100%	No response	x	-	-	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
Gr Southern Dev	Very small	x	✓	x	✓	x	x	80-100%	0-19%	80-100%	0-19%	x	-	-	Yes - partially	Yes - partially	No	Yes - partially	Yes - partially	
Great Southern IT	Medium	x	✓	x	x	x	x	80-100%	80-100%	80-100%	0-19%	x	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	
Greyhound Racing	Schedule 1	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	Yes - fully	No	No	Yes - fully	No	
HaDSCO	Very small	x	✓	✓	x	✓	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - fully	Being developed	Being developed	Yes - fully	Yes - fully	
Health	Large	x	✓	x	✓	x	✓	40-59%	0-19%	20-39%	0-19%	✓	-	-	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	
Healthway	Very small	x	✓	x	x	x	✓	60-79%	0-19%	40-59%	0-19%	x	-	-	No	Yes - partially	Yes - partially	Yes - partially	Yes - partially	
Horizon Power	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No response	No response	No response	No response	No response	
Housing	Large	x	✓	✓	✓	✓	✓	60-79%	40-59%	40-59%	0-19%	x	1	-	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	
Independ Mkt Op	Schedule 1	x	✓	x	x	✓	x	No response	80-100%	No response	80-100%	x	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Indigenous Affairs	Small	x	x	x	✓	x	x	No response	No response	20-39%	0-19%	x	-	-	Yes - fully	No	No	No	Yes - fully	
Info Commissioner	Very small	x	✓	x	x	x	x	0-19%	0-19%	No response	No response	x	-	-	No	No	No	No	No	
Insurance Comm	Medium	x	✓	x	x	✓	✓	60-79%	40-59%	80-100%	60-79%	x	-	4	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	

Agency	Group	36. How do you monitor whether formal performance management meetings between supervisors and their staff are being undertaken?							37. To what extent have your Tier 2 and 3 senior managers participated in a formal performance management process?		38. Please indicate the proportion of all other staff who participated in performance management processes with their line manager in the past year.		39. How many staff in your agency are currently being managed under the provisions for managing sub-standard performance as defined in s. 79 (5) of the Public Sector Management Act 1994 ?			40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system?				
		Our systems do not currently allow us to monitor staff participation in performance management processes	Line managers are accountable for implementing the agency's performance management system (i.e. included within line managers' performance agreements)	Monthly reporting by line managers through branch / divisional managers	Reported by human resource manager to Corporate Executive and recorded in minutes	Formalised in branch operational plans	Other	Percentage of Tier 2 and 3 senior managers participating in one PM process during 2011-12	Percentage of Tier 2 and 3 senior managers participating in two or more PM processes during 2011-12	Percentage of staff participating in one PM process	Percentage of staff participating in two or more PM processes	Our systems do not currently allow us to monitor staff participation in sub-standard performance management processes	Number of staff managed under Part V provisions	Number of staff being managed under similar provisions under other awards	A defined timeline for the completion of agreement phases in employees agreements	Key performance indicators relating to performance management included in line managers' performance agreements	Agency-wide performance indicators relating to performance management included in senior managers' performance agreements	Managers recognised for their staff management skills	Managers with a need to improve their staff management skills identified and assistance provided	
																				Yes - fully
Kimberley Dev	Very small	x	✓	x	x	x	✓	60-79%	No response	60-79%	No response	x	-	-	No	No	No	Yes - partially	Yes - partially	
Kimberley TI	Small	x	✓	x	x	✓	x	80-100%	0-19%	60-79%	0-19%	x	2	-	Being developed	Being developed	Being developed	Being developed	Being developed	
LandCorp	Schedule 1	x	✓	x	✓	x	x	No response	80-100%	No response	80-100%	x	-	2	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	
Landgate	Medium	x	✓	✓	x	✓	✓	No response	No response	No response	No response	x	-	-	Yes - fully	Yes - partially	Being developed	Yes - partially	Yes - partially	
Law Reform	Very small	x	x	x	x	x	✓	0-19%	0-19%	0-19%	0-19%	x	-	-	No	No	No	No	No	
Legal Aid	Medium	x	✓	x	x	x	✓	20-39%	0-19%	20-39%	0-19%	x	-	3	No response	No	Yes - fully	No response	No response	
Legal Prac	Small	x	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No response	No response	No response	No response	No response	
Local Govt	Small	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	Yes - fully	Yes - partially	Yes - fully	Being developed	Being developed	
Lotterywest	Small	x	✓	x	x	x	✓	60-79%	20-39%	60-79%	0-19%	x	-	-	No	Yes - partially	Yes - partially	No response	No response	
Main Roads	Large	x	✓	✓	✓	✓	x	60-79%	0-19%	80-100%	0-19%	x	-	5	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Meat Auth	Very small	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No	No	No	No response	No	
Mental Health	Small	x	✓	x	x	x	x	0-19%	0-19%	20-39%	0-19%	x	-	-	Yes - fully	Yes - partially	Being developed	No	Being developed	
MERIWA	Very small	x	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No response	No response	No response	No response	No response	
Metro Cemeteries	Small	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	Being developed	Being developed	Being developed	Being developed	Yes - partially	
Metro Redev	Small	x	x	x	✓	x	x	0-19%	0-19%	0-19%	0-19%	x	-	-	Being developed	Being developed	No	No	Being developed	
Mid West Dev	Very small	x	✓	x	x	x	x	0-19%	0-19%	0-19%	0-19%	x	-	-	No	No	No	No	Being developed	
Mines & Petroleum	Medium	x	x	x	✓	x	✓	0-19%	0-19%	20-39%	0-19%	x	5	-	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	
National Trust	Small	x	✓	✓	x	x	x	80-100%	0-19%	80-100%	0-19%	x	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Ombudsman	Small	x	✓	x	✓	✓	x	80-100%	60-79%	80-100%	40-59%	x	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Peel Dev	Very small	x	✓	x	x	✓	✓	80-100%	0-19%	60-79%	0-19%	x	-	-	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	

Agency	Group	36. How do you monitor whether formal performance management meetings between supervisors and their staff are being undertaken?						37. To what extent have your Tier 2 and 3 senior managers participated in a formal performance management process?		38. Please indicate the proportion of all other staff who participated in performance management processes with their line manager in the past year.		39. How many staff in your agency are currently being managed under the provisions for managing sub-standard performance as defined in s. 79 (5) of the Public Sector Management Act 1994 ?			40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system?				
		Our systems do not currently allow us to monitor staff participation in performance management processes	Line managers are accountable for implementing the agency's performance management system (i.e. included within line managers' performance agreements)	Monthly reporting by line managers through branch / divisional managers	Reported by human resource manager to Corporate Executive and recorded in minutes	Formalised in branch operational plans	Other	Percentage of Tier 2 and 3 senior managers participating in one PM process during 2011-12	Percentage of Tier 2 and 3 senior managers participating in two or more PM processes during 2011-12	Percentage of staff participating in one PM process	Percentage of staff participating in two or more PM processes	Our systems do not currently allow us to monitor staff participation in sub-standard performance management processes	Number of staff managed under Part V provisions	Number of staff being managed under similar provisions under other awards	A defined timeline for the completion of agreement phases in employees agreements	Key performance indicators relating to performance management included in line managers' performance agreements	Agency-wide performance indicators relating to performance management included in senior managers' performance agreements	Managers recognised for their staff management skills	Managers with a need to improve their staff management skills identified and assistance provided
Perth Market	Small	x	✓	✓	x	x	x	80-100%	80-100%	40-59%	40-59%	x	-	-	No	Yes - fully	Yes - fully	Yes - partially	Yes - partially
Pilbara Dev	Very small	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No	No	Yes - partially	Being developed	Yes - partially
Pilbara Institute	Small	x	✓	✓	✓	x	x	40-59%	0-19%	20-39%	0-19%	x	-	1	No	Yes - partially	Yes - partially	No	Yes - partially
Planning	Medium	x	✓	x	x	✓	✓	40-59%	0-19%	0-19%	No response	✓	-	-	Yes - partially	Being developed	Being developed	Being developed	Being developed
Police	Large	x	✓	x	x	✓	✓	80-100%	80-100%	80-100%	80-100%	✓	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Polytechnic West	Large	x	✓	x	x	x	x	80-100%	0-19%	60-79%	0-19%	x	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully
Port Hedland Port	Schedule 1	x	✓	x	x	x	✓	80-100%	0-19%	80-100%	0-19%	x	-	1	Yes - partially	Being developed	Being developed	Yes - partially	Being developed
Potato Marketing	Very small	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No	No	No	No	Yes - partially
Premier & Cabinet	Medium	x	✓	x	✓	x	x	60-79%	60-79%	40-59%	40-59%	x	-	-	Yes - fully	Yes - fully	Yes - fully	No	No
PSC	Small	x	✓	x	✓	x	x	80-100%	20-39%	40-59%	0-19%	x	-	-	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially
Public Prosecutions	Medium	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No	No	No	Yes - partially	Being developed
Public Transport	Large	x	✓	x	✓	x	x	60-79%	0-19%	60-79%	0-19%	✓	-	-	Yes - fully	Yes - partially	Yes - fully	Being developed	Being developed
Racing & Wagering	Schedule 1	x	✓	x	x	x	x	0-19%	0-19%	0-19%	0-19%	x	-	-	Yes - fully	Yes - partially	Yes - partially	No	Being developed
Racing, Gaming & Liquor	Small	x	✓	x	✓	x	x	60-79%	0-19%	40-59%	0-19%	x	-	-	No	Being developed	Being developed	Yes - fully	Yes - fully
Regional Dev & Lands	Medium	x	✓	x	✓	x	x	60-79%	0-19%	40-59%	0-19%	x	-	-	Yes - fully	No	No	Being developed	Being developed
Rottneet Island	Small	✓	x	x	x	x	x	No response	No response	No response	No response	x	-	-	Being developed	Yes - partially	Yes - partially	Being developed	Being developed
SCSA	Small	x	✓	✓	x	x	✓	80-100%	0-19%	80-100%	0-19%	✓	-	-	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - fully
Small Business	Small	x	✓	x	x	x	x	0-19%	0-19%	40-59%	0-19%	x	-	-	Yes - partially	Being developed	Being developed	Yes - partially	Yes - fully
South West Dev	Small	x	✓	x	x	x	x	40-59%	No response	No response	No response	x	-	-	No	No	No	No	No
South West IT	Medium	x	✓	x	x	x	x	60-79%	20-39%	40-59%	0-19%	x	-	-	Yes - fully	Yes - partially	No	Yes - partially	Yes - partially

Agency	Group	36. How do you monitor whether formal performance management meetings between supervisors and their staff are being undertaken?						37. To what extent have your Tier 2 and 3 senior managers participated in a formal performance management process?		38. Please indicate the proportion of all other staff who participated in performance management processes with their line manager in the past year.		39. How many staff in your agency are currently being managed under the provisions for managing sub-standard performance as defined in s. 79 (5) of the Public Sector Management Act 1994 ?			40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system?				
		Our systems do not currently allow us to monitor staff participation in performance management processes	Line managers are accountable for implementing the agency's performance management system (i.e. included within line managers' performance agreements)	Monthly reporting by line managers through branch / divisional managers	Reported by human resource manager to Corporate Executive and recorded in minutes	Formalised in branch operational plans	Other	Percentage of Tier 2 and 3 senior managers participating in one PM process during 2011-12	Percentage of Tier 2 and 3 senior managers participating in two or more PM processes during 2011-12	Percentage of staff participating in one PM process	Percentage of staff participating in two or more PM processes	Our systems do not currently allow us to monitor staff participation in sub-standard performance management processes	Number of staff managed under Part V provisions	Number of staff being managed under similar provisions under other awards	A defined timeline for the completion of agreement phases in employees agreements	Key performance indicators relating to performance management included in line managers' performance agreements	Agency-wide performance indicators relating to performance management included in senior managers' performance agreements	Managers recognised for their staff management skills	Managers with a need to improve their staff management skills identified and assistance provided
Sport & Rec	Small	x	✓	x	✓	x	x	0-19%	60-79%	60-79%	20-39%	x	2	-	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully
State Development	Small	x	x	x	✓	x	x	80-100%	0-19%	80-100%	20-39%	x	-	-	Yes - partially	No	No	No	No
State Heritage	Small	x	✓	x	x	x	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - fully	Yes - partially	Yes - fully	Being developed	Being developed
Synergy	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No response	No response	No response	No response	No response
Tourism	Small	x	x	x	✓	x	x	80-100%	0-19%	80-100%	0-19%	x	-	-	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially
Training & Workforce Dev	Medium	x	✓	x	x	x	✓	No response	80-100%	No response	80-100%	x	-	-	Yes - fully	No	No	Yes - fully	Yes - fully
Transport (Dept)	Large	x	✓	x	x	x	✓	80-100%	0-19%	No response	No response	x	1	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Treasury (Dept)	Medium	x	✓	x	x	x	x	20-39%	20-39%	20-39%	20-39%	x	-	-	Yes - fully	Being developed	Yes - partially	Being developed	Being developed
Treasury Corp	Schedule 1	x	x	x	✓	x	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
VenuesWest	Medium	x	✓	x	✓	x	x	80-100%	80-100%	60-79%	60-79%	✓	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed
Verve Energy	Schedule 1	x	x	x	x	x	✓	80-100%	80-100%	80-100%	80-100%	x	-	-	No	No	No	No	No
WA College of Teaching	Small	x	x	x	✓	x	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - fully	No	No	No	Yes - fully
WAIRC	Small	x	✓	x	x	x	x	80-100%	0-19%	40-59%	0-19%	x	1	-	No	Being developed	No	No	No
Water (Dept)	Medium	x	✓	✓	✓	x	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - fully	Yes - fully	Yes - fully	No	No
Water Corp	Schedule 1	x	✓	x	x	✓	✓	80-100%	80-100%	60-79%	60-79%	✓	-	-	Yes - fully	Yes - partially	No	Yes - partially	Yes - partially
West Coast IT	Medium	x	✓	x	✓	x	x	80-100%	80-100%	40-59%	0-19%	✓	-	-	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially
Western Power	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	-	-	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	x	✓	x	x	x	x	80-100%	0-19%	80-100%	0-19%	x	-	-	No	No	Yes - fully	Being developed	Yes - fully
WorkCover	Small	x	✓	x	✓	x	x	80-100%	80-100%	80-100%	80-100%	x	-	-	Yes - fully	No	No	No	Yes - fully
Zoo	Small	x	✓	x	x	x	x	80-100%	0-19%	80-100%	0-19%	x	-	-	Yes - partially	Yes - partially	No	Being developed	Yes - partially

Agency	Group	40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system? (continued)					41. Did your agency have a formal professional development plan, strategy or similar program in place during 2011-12?	42. How did your agency identify staff professional development needs in 2011-12?										43. Did your agency's human resources system record and maintain data on individual employees' professional development activities in 2011-12?	Please provide the number of staff for whom you have these records:	Please specify the percentage of staff who have participated in professional development activities in 2011-12:	44. Can your agency's human resources system calculate the average number of hours spent by employees on formal off-the-job professional development activities (e.g. internal or external classroom-based workshops, programs, conferences, seminars) in 2011-12?	Please specify the average number of hours per employee:	Please specify the agency's best estimate of the average number of hours per employee:
		Compliance with agency performance management directives tested (e.g. in staff surveys)	A level of transparency that fosters accountability in relation to the distribution of rewards	An electronic system (i.e. computer-based performance management system)	Regular reporting to Corporate Executive (e.g. using staff surveys)	Other		None of the methods below	Individuals self-identify	Through informal staff discussions with line managers	Through consultation with senior managers	Through the agency's performance management system	Through workforce planning processes	From the results of audits or evaluations (e.g. skills gap analysis, OAG, independent audit)	Through assessments made after changes to functions	Other							
Agriculture & Food	Large	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - partially	Yes - fully	x	✓	✓	✓	✓	✓	✓	✓	x	Yes - fully	1265	-	No	-	16	
Albany Port	Schedule 1	No	Yes - fully	No	No	No response	No	x	✓	x	x	x	x	x	x	x	Yes - partially	-	0.6	No	-	-	
Animal Resources	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	✓	x	Yes - fully	67	-	No	-	35	
Architects Board	Very small	No response	No response	No response	Yes - fully	No response	No	x	✓	✓	✓	✓	x	x	x	x	No	-	-	No	-	-	
Attorney General	Large	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	✓	x	Yes - partially	-	92.5	No	-	-	
Auditor General	Small	Yes - partially	No	No	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	✓	✓	Being developed	-	-	No	-	23	
Botanic Gardens	Small	Being developed	No	No	Yes - partially	No response	No	x	✓	✓	✓	x	✓	x	x	x	Being developed	-	-	No	-	7.5	
Broome Port	Schedule 1	No	No	No	No	No response	No	x	✓	x	✓	✓	✓	x	x	x	Yes - partially	-	34	No	-	-	
Bunbury Port	Schedule 1	Being developed	Yes - partially	No	Being developed	No response	Being developed	x	✓	✓	✓	x	✓	x	✓	x	Being developed	-	-	No	-	16	
Bunbury Water	Small	No response	No response	No response	No response	No response	Yes - partially	x	✓	✓	✓	✓	x	x	x	x	Yes - partially	-	70	No	-	32	
Burswood Park	Very small	No response	No response	No response	No response	No response	Being developed	x	✓	x	x	x	x	x	x	x	Being developed	-	-	No	-	-	
Busselton Water	Small	No	Yes - partially	No	No	No response	Yes - fully	x	✓	✓	✓	✓	x	x	x	x	Yes - fully	4	-	No	-	15.2	
C Y O'Connor Institute	Small	Yes - fully	No	No	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	x	Yes - fully	72	-	No	-	7.5	
CCC	Small	Being developed	Yes - fully	No	Yes - partially	No response	Yes - fully	x	✓	✓	✓	✓	x	✓	x	x	Being developed	-	-	No	-	10.6	
Central IT	Large	Being developed	No	No	No	No response	Yes - partially	x	✓	✓	✓	✓	✓	✓	✓	x	Yes - partially	-	88	No	-	30	
Challenger IT	Medium	Yes - fully	No	No	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	✓	x	No	-	-	Yes	9.6	-	
Chem Centre	Small	Yes - partially	No	No	Yes - fully	No response	Yes - partially	x	✓	✓	✓	✓	x	✓	x	x	Yes - fully	135	-	No	-	30	
Child Protection	Large	Yes - partially	No	Yes - fully	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	x	Being developed	-	-	No	-	37.5	
Children & Young People	Very small	Yes - fully	Yes - fully	Yes - fully	No response	No response	Yes - fully	x	✓	✓	✓	✓	✓	x	✓	✓	No	-	-	No	-	15	
CHSHA	Small	No	No	No	No	No response	Yes - partially	x	✓	✓	✓	x	✓	✓	x	x	No	-	-	No	-	37	

Agency	Group	40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system? (continued)					41. Did your agency have a formal professional development plan, strategy or similar program in place during 2011-12?	42. How did your agency identify staff professional development needs in 2011-12?								43. Did your agency's human resources system record and maintain data on individual employees' professional development activities in 2011-12?	Please provide the number of staff for whom you have these records:	Please specify the percentage of staff who have participated in professional development activities in 2011-12:	44. Can your agency's human resources system calculate the average number of hours spent by employees on formal off-the-job professional development activities (e.g. internal or external classroom-based workshops, programs, conferences, seminars) in 2011-12?	Please specify the average number of hours per employee:	Please specify the agency's best estimate of the average number of hours per employee:
		Compliance with agency performance management directives tested (e.g. in staff surveys)	A level of transparency that fosters accountability in relation to the distribution of rewards	An electronic system (i.e. computer-based performance management system)	Regular reporting to Corporate Executive (e.g. using staff surveys)	Other		None of the methods below	Individuals self-identify	Through informal staff discussions with line managers	Through consultation with senior managers	Through the agency's performance management system	Through workforce planning processes	From the results of audits or evaluations (e.g. skills gap analysis, OAG, independent audit)	Through assessments made after changes to functions						
CITF	Very small	No	Yes - fully	No	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	x	x	Yes - fully	22	-	No	-	-
Commerce	Medium	Yes - partially	No	No	No	No response	Yes - partially	x	✓	✓	x	✓	x	x	x	No	-	-	No	-	-
Communities	Medium	No	No	Yes - partially	Being developed	No response	Being developed	x	x	x	x	✓	x	x	x	No	-	-	No	-	15
Corrective Services	Large	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Being developed	-	-	No	-	21
Culture and the Arts	Medium	No	No	No	No	No response	Being developed	x	✓	✓	✓	✓	x	x	x	Being developed	-	-	No	-	6
Custodial Services	Very small	No response	No response	No response	No response	No response	Yes - fully	x	✓	x	x	✓	x	x	x	No	-	-	No	-	4
Dampier Port	Schedule 1	No	Yes - fully	No	No	No response	Yes - partially	x	x	✓	x	x	x	x	x	Yes - fully	60	-	No	-	-
Disability Services	Large	Yes - partially	Yes - fully	Being developed	Yes - fully	No response	Yes - partially	x	✓	✓	✓	✓	x	✓	x	Being developed	-	-	No	-	-
Drug & Alcohol	Small	Yes - partially	No	No	Yes - partially	No response	Being developed	x	✓	✓	✓	✓	x	x	x	No	-	-	No	-	40
Durack IT	Medium	Yes - fully	Yes - fully	Being developed	Yes - partially	Yes - fully	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Yes - partially	-	100	Yes	11	-
Educ Services	Small	Yes - fully	No	No	Being developed	No response	Yes - fully	x	✓	✓	✓	✓	✓	x	x	Yes - partially	-	100	No	-	15
Education	Large	Yes - fully	Yes - fully	No	Yes - fully	No	Yes - fully	x	✓	✓	✓	✓	✓	✓	✓	Being developed	-	-	No	-	-
Electoral Comm	Small	No	No	No	Yes - partially	No response	Being developed	x	✓	✓	✓	✓	✓	x	x	Being developed	-	-	No	-	7
Env & Conservation	Large	No	No	Yes - fully	Yes - partially	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Being developed	-	-	No	-	9
Environment Protection	Small	No	No	No	Being developed	No response	Yes - partially	x	✓	✓	✓	✓	x	✓	x	No	-	-	No	-	10
Equal Opp	Small	Yes - fully	No response	No response	Yes - fully	No response	Yes - partially	x	✓	✓	✓	✓	✓	x	✓	Yes - partially	-	100	No	-	8.5
ERA	Small	Yes - fully	No	Being developed	Yes - partially	No response	Yes - fully	x	x	x	x	✓	x	x	x	Yes - fully	53	-	No	-	42
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	No response	-	-	No response	-	-
FESA	Large	No	No	No	No	No response	Being developed	x	✓	✓	✓	x	✓	✓	✓	Yes - fully	1422	-	No	-	80
Finance	Large	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	x	✓	✓	x	✓	x	x	x	Yes - fully	574	-	No	-	8.31



Agency	Group	40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system? (continued)					41. Did your agency have a formal professional development plan, strategy or similar program in place during 2011-12?	42. How did your agency identify staff professional development needs in 2011-12?								43. Did your agency's human resources system record and maintain data on individual employees' professional development activities in 2011-12?	Please provide the number of staff for whom you have these records:	Please specify the percentage of staff who have participated in professional development activities in 2011-12:	44. Can your agency's human resources system calculate the average number of hours spent by employees on formal off-the-job professional development activities (e.g. internal or external classroom-based workshops, programs, conferences, seminars) in 2011-12?	Please specify the average number of hours per employee:	Please specify the agency's best estimate of the average number of hours per employee:
		Compliance with agency performance management directives tested (e.g. in staff surveys)	A level of transparency that fosters accountability in relation to the distribution of rewards	An electronic system (i.e. computer-based performance management system)	Regular reporting to Corporate Executive (e.g. using staff surveys)	Other		None of the methods below	Individuals self-identify	Through informal staff discussions with line managers	Through consultation with senior managers	Through the agency's performance management system	Through workforce planning processes	From the results of audits or evaluations (e.g. skills gap analysis, OAG, independent audit)	Through assessments made after changes to functions						
Fisheries	Medium	Yes - partially	Being developed	No	Yes - partially	Yes - fully	Yes - partially	x	✓	✓	x	✓	x	x	x	No	-	-	No	-	6
Forest Products	Small	Being developed	Being developed	Being developed	Being developed	No response	Being developed	x	x	x	x	✓	x	x	x	Being developed	-	-	No	-	-
Fremantle Port	Schedule 1	No	Yes - fully	No	No	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Yes - fully	348	-	No	-	43
Gascoyne Dev	Very small	No	No	No	No	No response	No	x	✓	✓	✓	✓	x	x	✓	Yes - partially	-	3	No	-	3
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	No response	-	-	No response	-	-
GESB	Medium	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - fully	x	✓	x	✓	x	✓	✓	x	Yes - fully	196	-	Yes	60	-
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	No response	-	-	No response	-	-
GoldEsp Dev	Very small	No	No	No	No	No response	No	x	x	✓	x	x	x	x	x	Yes - partially	-	50	No	-	-
Gr Southern Dev	Very small	No response	No response	No response	No response	Yes - fully	Being developed	x	✓	✓	✓	✓	✓	✓	x	Yes - fully	14	-	Yes	63	-
Great Southern IT	Medium	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - fully	x	✓	x	✓	✓	✓	✓	x	Yes - fully	-	-	Yes	-	-
Greyhound Racing	Schedule 1	No	No	No	No	No response	Yes - fully	x	✓	x	x	x	x	x	x	No	-	-	No	-	-
HaDSCO	Very small	Being developed	Yes - fully	Yes - fully	Being developed	No response	Yes - partially	x	✓	✓	✓	✓	x	x	✓	Yes - fully	17	-	No	-	-
Health	Large	Being developed	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	x	✓	✓	✓	✓	✓	✓	✓	No	-	-	No	-	-
Healthway	Very small	No	No	No	Yes - fully	Being developed	No	x	✓	✓	✓	✓	x	x	✓	Yes - fully	5	-	No	-	50
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	No response	-	-	No response	-	-
Housing	Large	Yes - fully	Being developed	Yes - fully	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Being developed	-	-	No	-	25
Independ Mkt Op	Schedule 1	Yes - partially	Yes - fully	Being developed	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	x	x	x	Yes - fully	37	-	Yes	31	-
Indigenous Affairs	Small	Being developed	No	Being developed	Yes - partially	No response	Being developed	x	✓	✓	✓	✓	x	x	✓	Yes - fully	-	-	No	-	-
Info Commissioner	Very small	No	No	No	No	Yes - fully	Yes - partially	x	✓	✓	x	x	x	x	x	Yes - partially	-	50	No	-	5
Insurance Comm	Medium	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	x	x	✓	x	✓	✓	✓	x	Yes - fully	370	-	Yes	15.08	-



Agency	Group	40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system? (continued)					41. Did your agency have a formal professional development plan, strategy or similar program in place during 2011-12?	42. How did your agency identify staff professional development needs in 2011-12?								43. Did your agency's human resources system record and maintain data on individual employees' professional development activities in 2011-12?	Please provide the number of staff for whom you have these records:	Please specify the percentage of staff who have participated in professional development activities in 2011-12:	44. Can your agency's human resources system calculate the average number of hours spent by employees on formal off-the-job professional development activities (e.g. internal or external classroom-based workshops, programs, conferences, seminars) in 2011-12?	Please specify the average number of hours per employee:	Please specify the agency's best estimate of the average number of hours per employee:
		Compliance with agency performance management directives tested (e.g. in staff surveys)	A level of transparency that fosters accountability in relation to the distribution of rewards	An electronic system (i.e. computer based performance management system)	Regular reporting to Corporate Executive (e.g. using staff surveys)	Other		None of the methods below	Individuals self-identify	Through informal staff discussions with line managers	Through consultation with senior managers	Through the agency's performance management system	Through workforce planning processes	From the results of audits or evaluations (e.g. skills gap analysis, OAG, independent audit)	Through assessments made after changes to functions						
Kimberley Dev	Very small	No	Yes - fully	No	Yes - partially	Yes - fully	Yes - partially	x	✓	✓	✓	✓	x	x	✓	Being developed	-	-	Yes	-	-
Kimberley TI	Small	Being developed	Yes - fully	Being developed	Being developed	No response	Yes - fully	x	✓	✓	✓	x	✓	x	x	Yes - partially	-	98	No	-	45
LandCorp	Schedule 1	Being developed	Yes - partially	No response	Yes - partially	No response	Being developed	x	✓	✓	✓	✓	x	x	x	Yes - fully	222	-	Yes	21	-
Landgate	Medium	Being developed	Yes - partially	Being developed	Being developed	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Yes - fully	780	-	No	-	9.5
Law Reform	Very small	No	Yes - fully	No	Yes - fully	No	No	x	x	x	✓	x	x	x	x	No	-	-	No	-	-
Legal Aid	Medium	No response	No response	No response	No response	No response	No	x	✓	✓	✓	✓	x	x	x	Yes - partially	-	-	No	-	-
Legal Prac	Small	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	No response	-	-	No response	-	-
Local Govt	Small	Being developed	No	Yes - partially	No	No response	Yes - partially	x	✓	✓	✓	✓	x	x	x	Being developed	-	-	No	-	15
Lotterywest	Small	No	No	No	No response	No response	Being developed	x	✓	✓	✓	✓	✓	✓	✓	Being developed	-	-	No	-	17.2
Main Roads	Large	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Yes - fully	1014	-	No	-	10.3
Meat Auth	Very small	No	No	No	No	No response	No	x	x	x	x	x	x	x	x	No	-	-	No	-	-
Mental Health	Small	No	No	No	Being developed	No response	Being developed	x	✓	✓	✓	✓	x	x	x	Being developed	-	-	No	-	-
MERIWA	Very small	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	No response	-	-	No response	-	-
Metro Cemeteries	Small	Being developed	Being developed	Yes - partially	Being developed	Being developed	Being developed	x	✓	✓	✓	x	✓	x	x	Yes - partially	-	100	No	-	3
Metro Redev	Small	Being developed	Being developed	No	Being developed	No response	No	x	✓	✓	✓	x	x	x	x	Yes - partially	-	20	Yes	2	-
Mid West Dev	Very small	No	No	No	Yes - partially	No response	No	x	✓	✓	✓	✓	x	x	x	Yes - fully	7	-	No	-	5
Mines & Petroleum	Medium	No	Yes - fully	Yes - partially	Yes - fully	No response	Yes - partially	x	✓	✓	✓	✓	✓	x	x	Yes - partially	-	66	No	-	4
National Trust	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	x	✓	✓	✓	✓	✓	✓	x	Yes - partially	-	100	No response	-	-
Ombudsman	Small	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	x	x	Yes - partially	-	80	No	-	15
Peel Dev	Very small	Yes - fully	No	Yes - fully	Yes - fully	No response	Yes - fully	x	x	x	x	✓	x	x	x	Yes - partially	-	40	No	-	16

Agency	Group	40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system? (continued)					41. Did your agency have a formal professional development plan, strategy or similar program in place during 2011-12?	42. How did your agency identify staff professional development needs in 2011-12?								43. Did your agency's human resources system record and maintain data on individual employees' professional development activities in 2011-12?	Please provide the number of staff for whom you have these records:	Please specify the percentage of staff who have participated in professional development activities in 2011-12:	44. Can your agency's human resources system calculate the average number of hours spent by employees on formal off-the-job professional development activities (e.g. internal or external classroom-based workshops, programs, conferences, seminars) in 2011-12?	Please specify the average number of hours per employee:	Please specify the agency's best estimate of the average number of hours per employee:	
		Compliance with agency performance management directives tested (e.g. in staff surveys)	A level of transparency that fosters accountability in relation to the distribution of rewards	An electronic system (i.e. computer based performance management system)	Regular reporting to Corporate Executive (e.g. using staff surveys)	Other		None of the methods below	Individuals self-identify	Through informal staff discussions with line managers	Through consultation with senior managers	Through the agency's performance management system	Through workforce planning processes	From the results of audits or evaluations (e.g. skills gap analysis, OAG, independent audit)	Through assessments made after changes to functions							Other
Perth Market	Small	Being developed	Yes - fully	No	No	No response	Yes - fully	x	✓	✓	✓	x	✓	✓	x	Yes - partially	-	80	No	-	20	
Pilbara Dev	Very small	Being developed	No	No	No	No response	Yes - fully	x	✓	✓	✓	x	✓	✓	x	Yes - fully	14	-	Yes	21	-	
Pilbara Institute	Small	No	Being developed	No	Yes - partially	No response	Yes - fully	x	✓	✓	✓	✓	✓	x	Yes - fully	200	-	Yes	21.5	-		
Planning	Medium	No	Being developed	No	Being developed	No response	No	x	✓	✓	✓	✓	x	✓	✓	Yes - partially	-	50	Yes	3.77	-	
Police	Large	Being developed	No	No	Being developed	No response	Yes - fully	x	✓	✓	✓	✓	x	x	Yes - partially	-	95	No	-	22.5		
Polytechnic West	Large	No	Yes - fully	Being developed	No	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	Yes - fully	1177	-	No	-	22.5		
Port Hedland Port	Schedule 1	Yes - partially	Yes - partially	No	No	No response	Yes - fully	x	✓	✓	✓	✓	x	x	✓	Yes - fully	120	-	No	-	38	
Potato Marketing	Very small	No	No	No	No	No response	No	x	✓	x	x	x	x	x	Yes - partially	-	10	No	-	10		
Premier & Cabinet	Medium	No	Yes - fully	No	Yes - partially	No response	Yes - partially	x	✓	✓	✓	✓	✓	✓	x	Yes - partially	-	22	No	-	-	
PSC	Small	No	No	Yes - partially	Yes - partially	No	Yes - fully	x	✓	✓	✓	✓	x	x	x	No	-	-	No	-	7.5	
Public Prosecutions	Medium	No	No	No	No	No response	Yes - partially	x	✓	✓	✓	x	x	x	Yes - fully	294	-	No	-	8		
Public Transport	Large	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Being developed	x	x	x	x	✓	x	x	x	Yes - partially	-	-	No	-	-	
Racing & Wagering	Schedule 1	Yes - partially	Yes - partially	No	Yes - partially	No response	Yes - partially	x	✓	x	x	✓	x	✓	x	Being developed	-	-	No	-	4	
Racing, Gaming & Liquor	Small	Yes - fully	Yes - fully	No	Yes - fully	No response	Being developed	x	✓	✓	✓	✓	x	x	✓	x	Yes - partially	-	84	Yes	7.58	-
Regional Dev & Lands	Medium	No	Being developed	No	Yes - fully	No response	Yes - partially	x	✓	✓	✓	✓	✓	x	x	Being developed	-	-	No	-	37.5	
Rottneest Island	Small	No	No	No	No	No response	Being developed	x	✓	✓	✓	x	x	x	x	Being developed	-	-	No	-	15	
SCSA	Small	No	Yes - partially	Yes - fully	Yes - partially	No response	Being developed	x	✓	✓	✓	✓	x	x	x	Being developed	-	-	No	-	-	
Small Business	Small	Yes - partially	No	No	Being developed	No	Yes - partially	x	✓	✓	✓	✓	✓	x	x	No	-	-	No	-	5	
South West Dev	Small	No	No	No	No	No response	Being developed	x	✓	x	x	x	x	x	x	Yes - partially	-	-	No	-	-	
South West IT	Medium	No	No	Yes - partially	No	No response	Yes - partially	x	✓	✓	✓	✓	✓	✓	✓	Being developed	-	-	No	-	5	

Agency	Group	40. Did your agency have any of the following mechanisms in place during 2011-12 to ensure that line managers implement the agency's performance management system? (continued)					41. Did your agency have a formal professional development plan, strategy or similar program in place during 2011-12?	42. How did your agency identify staff professional development needs in 2011-12?								43. Did your agency's human resources system record and maintain data on individual employees' professional development activities in 2011-12?	Please provide the number of staff for whom you have these records:	Please specify the percentage of staff who have participated in professional development activities in 2011-12:	44. Can your agency's human resources system calculate the average number of hours spent by employees on formal off-the-job professional development activities (e.g. internal or external classroom-based workshops, programs, conferences, seminars) in 2011-12?	Please specify the average number of hours per employee:	Please specify the agency's best estimate of the average number of hours per employee:
		Compliance with agency performance management directives tested (e.g. in staff surveys)	A level of transparency that fosters accountability in relation to the distribution of rewards	An electronic system (i.e. computer-based performance management system)	Regular reporting to Corporate Executive (e.g. using staff surveys)	Other		None of the methods below	Individuals self-identify	Through informal staff discussions with line managers	Through consultation with senior managers	Through the agency's performance management system	Through workforce planning processes	From the results of audits or evaluations (e.g. skills gap analysis, OAG, independent audit)	Through assessments made after changes to functions						
Sport & Rec	Small	Yes - partially	Yes - partially	Being developed	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Being developed	-	-	No	-	7.5
State Development	Small	Yes - partially	Being developed	No	Yes - partially	No response	Yes - partially	x	✓	✓	✓	✓	x	x	x	Being developed	-	-	No	-	-
State Heritage	Small	Being developed	No	Being developed	No	No response	Yes - partially	x	✓	✓	✓	✓	x	x	x	Being developed	-	-	No	-	15
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	No response	-	-	No response	-	-
Tourism	Small	Yes - fully	No	No	Yes - fully	No response	No	x	✓	✓	✓	✓	x	x	x	No	-	-	No	-	4
Training & Workforce Dev	Medium	No	No	No	Yes - fully	Yes - fully	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Yes - fully	596	-	No	-	9.8
Transport (Dept)	Large	Yes - partially	Yes - fully	Being developed	Yes - fully	No response	Being developed	x	✓	✓	✓	x	✓	x	x	Being developed	-	-	No	-	-
Treasury (Dept)	Medium	Being developed	No	Yes - fully	Being developed	No response	Yes - fully	x	✓	✓	✓	✓	✓	x	x	Yes - partially	-	20	No	-	2
Treasury Corp	Schedule 1	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - fully	x	✓	✓	✓	x	✓	x	x	Yes - fully	67	-	Yes	38.9	-
VenuesWest	Medium	Yes - partially	Yes - partially	No	Yes - partially	No response	Yes - partially	x	✓	✓	✓	✓	x	x	x	Yes - fully	92	-	Yes	26.57	-
Verve Energy	Schedule 1	No	No	No	No	No response	Yes - partially	x	✓	✓	x	✓	x	x	✓	Yes - partially	-	-	No	-	16
WA College of Teaching	Small	No	No	No	No	No response	Being developed	x	x	x	x	✓	✓	x	✓	Yes - partially	-	60	No	-	-
WAIRC	Small	No	No	No	Yes - partially	No response	Being developed	x	✓	✓	✓	✓	x	x	x	No	-	-	Yes	-	-
Water (Dept)	Medium	Yes - fully	Yes - partially	No	Yes - fully	No response	Yes - fully	x	✓	x	✓	✓	✓	✓	✓	Being developed	-	-	No	-	15
Water Corp	Schedule 1	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - partially	x	✓	✓	✓	✓	✓	✓	x	Yes - fully	3062	-	Yes	17	-
West Coast IT	Medium	Yes - partially	Yes - fully	No	Yes - fully	No response	Yes - fully	x	✓	✓	✓	✓	✓	✓	x	Yes - fully	305	-	No	-	30
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	No response	-	-	No response	-	-
Wheatbelt Dev	Very small	Being developed	No	No	Yes - fully	No response	Yes - partially	x	x	x	x	✓	x	x	x	Being developed	-	-	No	-	-
WorkCover	Small	Yes - fully	No	Yes - fully	Yes - fully	No	Yes - fully	x	✓	✓	✓	✓	✓	x	x	Yes - fully	194	-	Yes	14	-
Zoo	Small	No	Yes - fully	No	Being developed	No response	Being developed	x	✓	✓	✓	✓	✓	x	✓	Yes - fully	115	-	Yes	9.75	-

Agency	Group	45. Does your agency have an annual budget for formal off-the-job professional development activities (e.g. Internal or external classroom-based workshops, programs, conferences, seminars)?	Please specify the annual budget for 2011-12:	Please specify how much you actually spent in 2011-12 (this includes cost of formal courses, course content materials, venue hire, travel, accommodation and all related expenses):	46. Did your agency evaluate its professional development learning activities in 2011-12 in any of the following ways?						47. Please indicate the number (and proportion) of general staff who have participated in the following professional development and training in the 2011-12 financial year (and since 30 June 2009), in each area outlined:												
					Participant assessment (survey participants on the content and quality of the course)	Assessing learning outcomes (whether participants developed their skills or knowledge)	Assessing behaviour outcomes (any observed improvements in job performance)	Assessing outcomes or results (any improvements in agency performance from the learning activities)	Assessing the cost effectiveness (was there a positive return on the investment)	Other	Our agency is not able to determine this information	Number of staff participating in 2011-12						% of all current staff that have completed in the last 3 years					
												Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management	Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management
Agriculture & Food	Large	Yes	\$650,000.00	-	Yes - fully	Yes - partially	Yes - partially	No	No	No response	×	30	171	114	86	95	152	4	38	27	18	12	25
Albany Port	Schedule 1	No	-	-	No	No	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Animal Resources	Small	Yes	\$31,518.00	\$27,376.00	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	×	1	67	53	67	51	7	1.5	100	80	100	76	10
Architects Board	Very small	Yes	\$1,000.00	\$427.00	No response	No response	No response	No response	No response	No response	×	-	-	-	-	-	-	-	33	-	33	-	67
Attorney General	Large	Yes	\$1,000,000.00	\$1,029,267.76	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	Being developed	×	42	210	210	210	476	503	2.48	89.4	89.4	89.4	85.79	27.4
Auditor General	Small	Yes	\$189,065.00	\$316,144.00	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	×	5	-	10	10	81	24	37.17	-	47.8	47.8	71.68	92
Botanic Gardens	Small	Yes	\$79,589.00	\$54,336.00	No	No	No	No	No	No	×	1	-	62	62	4	-	2	2	100	100	5	2
Broome Port	Schedule 1	Yes	\$106,520.00	\$97,064.37	Yes - partially	Yes - partially	Yes - partially	No	No	No response	×	-	-	-	-	1	4	-	-	-	-	6.3	10
Bunbury Port	Schedule 1	No	-	-	No	No	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Bunbury Water	Small	Yes	\$113,000.00	\$71,000.00	Being developed	Being developed	Being developed	Being developed	Being developed	No response	×	5	-	-	-	-	-	-	-	-	-	-	-
Burswood Park	Very small	No response	-	-	No response	No response	No response	No response	No response	No response	×	-	-	-	-	4	-	-	-	-	-	60	-
Busseton Water	Small	Yes	\$150,000.00	\$110,000.00	Yes - partially	Yes - partially	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
C Y O'Connor Institute	Small	Yes	\$140,030.00	\$129,378.86	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	×	4	-	-	7	-	2	-	-	-	-	-	-
CCC	Small	Yes	\$100,000.00	\$198,000.00	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	×	14	147	147	147	147	147	25	100	100	100	100	100
Central IT	Large	Yes	\$300,000.00	\$300,000.00	Yes - fully	No	No	Yes - partially	Yes - partially	No response	×	224	-	-	-	109	34	100	-	-	5	34.7	13
Challenger IT	Medium	Yes	\$534,726.00	\$534,726.00	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	×	45	-	-	144	61	116	10	-	1.5	15	21	46
Chem Centre	Small	Yes	\$68,103.00	\$292,395.00	Yes - partially	No	No	No	No	No response	×	1	2	93	20	124	7	1	1	84	25	100	91
Child Protection	Large	Yes	\$4,827,300.00	\$4,773,600.00	Yes - fully	Yes - partially	Yes - partially	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Children & Young People	Very small	Yes	\$18,000.00	\$5,000.00	No	No	No	No	No	No response	×	1	-	2	2	6	5	10	5	100	100	40	100
CHSHA	Small	Yes	\$90,000.00	\$64,561.00	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	×	50	1	46	46	46	20	34	0.75	31	31	31	14

Agency	Group	45. Does your agency have an annual budget for formal off-the-job professional development activities (e.g. Internal or external classroom-based workshops, programs, conferences, seminars)?	Please specify the annual budget for 2011-12:	Please specify how much you actually spent in 2011-12 (this includes cost of formal courses, course content materials, venue hire, travel, accommodation and all related expenses):	46. Did your agency evaluate its professional development learning activities in 2011-12 in any of the following ways?						47. Please indicate the number (and proportion) of general staff who have participated in the following professional development and training in the 2011-12 financial year (and since 30 June 2009), in each area outlined:												
					Participant assessment (survey participants on the content and quality of the course)	Assessing learning outcomes (whether participants developed their skills or knowledge)	Assessing behaviour outcomes (any observed improvements in job performance)	Assessing outcomes or results (any improvements in agency performance from the learning activities)	Assessing the cost effectiveness (was there a positive return on the investment)	Other	Our agency is not able to determine this information	Number of staff participating in 2011-12						% of all current staff that have completed in the last 3 years					
												Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management	Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management
CITF	Very small	Yes	\$5,500.00	\$8,000.00	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	x	-	-	-	-	-	-	10	20	20	25	10	
Commerce	Medium	Yes	\$718,464.00	\$639,014.11	Yes - fully	Yes - partially	No	No	No	No response	x	-	-	227	-	427	227	-	-	96.5	-	91	96.5
Communities	Medium	No	-	-	No	No	No	No	No	No	✓	-	-	-	-	-	-	-	-	-	-	-	-
Corrective Services	Large	Yes	\$700,000.00	\$575,000.00	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No	No response	x	893	-	62	83	141	95	-	-	-	-	-	-
Culture and the Arts	Medium	Yes	-	-	Yes - partially	Yes - partially	No	No	No	No response	x	99	99	99	99	99	125	35	35	35	35	35	100
Custodial Services	Very small	Yes	\$10,000.00	\$5,945.00	No response	No response	No response	No response	No response	No response	x	4	-	4	4	-	2	20	-	20	20	-	10
Dampier Port	Schedule 1	Yes	-	-	No response	No response	No response	No response	No response	No response	x	-	-	-	-	-	-	-	-	-	-	-	-
Disability Services	Large	No	-	-	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	No response	x	-	8	161	115	900	242	-	-	-	-	-	-
Drug & Alcohol	Small	No	-	-	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - partially	No	x	-	-	-	-	20	71	-	-	-	-	75	80
Durack IT	Medium	Yes	\$80,000.00	\$200,000.00	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	x	-	-	122	32	25	12	-	-	44	49	26	24
Educ Services	Small	Yes	\$105,000.00	\$68,500.00	No	Yes - partially	Yes - partially	No	No	No response	x	1	1	-	3	65	2	-	-	-	-	100	-
Education	Large	Yes	-	-	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Being developed	Yes - partially	x	-	-	-	-	-	-	17	35	22	51	41	-
Electoral Comm	Small	Yes	\$23,000.00	\$15,000.00	Yes - fully	Yes - partially	No	No	No	No response	x	-	-	-	-	1	1	-	-	-	-	2	2
Env & Conservation	Large	Yes	\$4,068,191.00	\$3,750,880.00	Yes - fully	Yes - fully	Yes - partially	No	No	No response	x	118	291	824	824	142	409	-	-	-	-	-	-
Environment Protection	Small	No	-	-	Yes - partially	Yes - partially	No response	Yes - partially	No response	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Equal Opp	Small	No	-	-	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No response	x	-	3	27	21	3	-	-	85	90	50	10	-
ERA	Small	Yes	\$105,000.00	\$177,879.00	Yes - partially	Being developed	No	Being developed	No	No response	x	-	-	-	5	21	26	-	-	-	-	-	-
Esperance Port	Schedule 1	No response	-	-	No response	No response	No response	No response	No response	No response	x	-	-	-	-	-	-	-	-	-	-	-	-
FESA	Large	Yes	\$968,380.00	\$1,682,073.00	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	No response	x	-	554	554	554	-	189	-	80	80	80	-	18
Finance	Large	No	-	-	Yes - partially	Yes - partially	Yes - partially	Being developed	Yes - partially	No response	x	1	30	200	-	64	620	-	-	-	-	-	-

Agency	Group	45. Does your agency have an annual budget for formal off-the-job professional development activities (e.g. Internal or external classroom-based workshops, programs, conferences, seminars)?	Please specify the annual budget for 2011-12:	Please specify how much you actually spent in 2011-12 (this includes cost of formal courses, course content materials, venue hire, travel, accommodation and all related expenses):	46. Did your agency evaluate its professional development learning activities in 2011-12 in any of the following ways?					47. Please indicate the number (and proportion) of general staff who have participated in the following professional development and training in the 2011-12 financial year (and since 30 June 2009), in each area outlined:													
					Participant assessment (survey participants on the content and quality of the course)	Assessing learning outcomes (whether participants developed their skills or knowledge)	Assessing behaviour outcomes (any observed improvements in job performance)	Assessing outcomes or results (any improvements in agency performance from the learning activities)	Assessing the cost effectiveness (was there a positive return on the investment)	Other	Our agency is not able to determine this information	Number of staff participating in 2011-12						% of all current staff that have completed in the last 3 years					
												Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management	Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management
Fisheries	Medium	No	-	-	Yes - fully	Being developed	Being developed	Being developed	Being developed	No response	x	1	-	118	118	125	81	-	-	27	27	28.5	35
Forest Products	Small	No	-	-	No	No	No	No	No	No response	x	87	87	87	87	87	-	58	58	58	58	58	-
Fremantle Port	Schedule 1	Yes	\$590,000.00	\$540,000.00	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No response	x	50	125	304	180	304	304	16	41	100	59	100	100
Gascoyne Dev	Very small	Yes	\$11,000.00	\$8,000.00	No	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No response	x	-	-	-	-	1	-	-	-	-	-	7	-
Geraldton Port	Schedule 1	No response	-	-	No response	No response	No response	No response	No response	No response	x	-	-	-	-	-	-	-	-	-	-	-	-
GESB	Medium	Yes	\$476,000.00	\$370,917.00	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	No response	x	1	-	-	-	50	2	-	-	-	-	-	-
Gold Corporation	Schedule 1	No response	-	-	No response	No response	No response	No response	No response	No response	x	-	-	-	-	-	-	-	-	-	-	-	-
GoldEsp Dev	Very small	No	-	-	No	No	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Gr Southern Dev	Very small	Yes	\$12,000.00	\$7,758.00	No	No	Yes - fully	Yes - partially	No	No response	x	-	-	-	-	1	-	7	-	-	-	14	7
Great Southern IT	Medium	Yes	-	-	Yes - fully	No response	No response	No response	No response	No response	x	-	-	35	20	64	-	-	-	-	-	-	-
Greyhound Racing	Schedule 1	Yes	\$5,000.00	\$310.00	No	No	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
HaDSCO	Very small	No	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No response	x	5	-	-	5	-	18	-	-	-	-	-	-
Health	Large	No	-	-	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No response	x	-	334	12246	-	-	6518	-	9.1	-	-	-	7.5
Healthway	Very small	Yes	\$22,000.00	\$22,000.00	No	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	x	20	5	-	-	2	20	100	25	-	-	10	100
Horizon Power	Schedule 1	No response	-	-	No response	No response	No response	No response	No response	No response	x	-	-	-	-	-	-	-	-	-	-	-	-
Housing	Large	Yes	\$1,025,042.00	\$1,044,046.95	Yes - fully	Being developed	Being developed	Being developed	Being developed	No response	x	40	1	162	441	666	393	-	-	65	55	69	65
Independ Mkt Op	Schedule 1	Yes	\$97,000.00	\$75,000.00	Yes - partially	Being developed	Being developed	Being developed	Being developed	No response	x	-	-	31	31	4	15	-	3	100	-	50	80
Indigenous Affairs	Small	Yes	\$230,000.00	\$230,000.00	Yes - fully	Yes - partially	Yes - partially	No	No	No response	x	39	20	40	30	14	4	-	-	-	-	-	-
Info Commissioner	Very small	No	-	-	No	No	No	No	No	No	x	-	-	-	-	-	-	-	-	-	-	17	-
Insurance Comm	Medium	Yes	\$525,250.00	\$210,712.00	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	x	15	32	50	-	50	18	5.75	14.2	30.8	-	30.8	17

Agency	Group	45. Does your agency have an annual budget for formal off-the-job professional development activities (e.g. internal or external classroom-based workshops, programs, conferences, seminars)?	Please specify the annual budget for 2011-12:	Please specify how much you actually spent in 2011-12 (this includes cost of formal courses, course content materials, venue hire, travel, accommodation and all related expenses):	46. Did your agency evaluate its professional development learning activities in 2011-12 in any of the following ways?						47. Please indicate the number (and proportion) of general staff who have participated in the following professional development and training in the 2011-12 financial year (and since 30 June 2009), in each area outlined:												
					Participant assessment (survey participants on the content and quality of the course)	Assessing learning outcomes (whether participants developed their skills or knowledge)	Assessing behaviour outcomes (any observed improvements in job performance)	Assessing outcomes or results (any improvements in agency performance from the learning activities)	Assessing the cost effectiveness (was there a positive return on the investment)	Other	Our agency is not able to determine this information	Number of staff participating in 2011-12						% of all current staff that have completed in the last 3 years					
												Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management	Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management
Kimberley Dev	Very small	No	-	-	Being developed	Being developed	No	Being developed	Being developed	No	×	2	14	1	1	1	4	14	100	7	7	7	28
Kimberley TI	Small	Yes	-	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	×	-	20	80	80	104	17	-	100	100	100	100	50
LandCorp	Schedule 1	Yes	\$354,702.00	\$359,356.00	Yes - partially	Yes - partially	Yes - partially	No response	No response	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Landgate	Medium	Yes	\$917,000.00	\$524,958.00	Yes - fully	Being developed	Being developed	Being developed	Being developed	No response	×	152	65	101	33	201	28	-	-	-	-	-	-
Law Reform	Very small	No	-	-	No response	No response	No response	No response	No response	No response	×	-	-	-	-	-	-	-	-	-	-	-	-
Legal Aid	Medium	Yes	\$170,000.00	-	Yes - partially	Yes - partially	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Legal Prac	Small	No response	-	-	No response	No response	No response	No response	No response	No response	×	-	-	-	-	-	-	-	-	-	-	-	-
Local Govt	Small	Yes	\$66,556.40	\$57,147.34	Yes - partially	No	No	No	No	No response	×	2	1	-	-	13	1	1	-	-	12	12	3
Lotterywest	Small	Yes	\$464,700.00	\$328,462.00	Yes - partially	Being developed	Being developed	Being developed	No response	Being developed	×	5	5	5	-	30	20	25	30	95	95	60	20
Main Roads	Large	Yes	\$3,752,740.00	\$3,506,343.00	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	×	441	-	4	110	500	357	60	-	10	20	75	50
Meat Auth	Very small	No	-	-	No	No	No	No	No	No	×	-	-	-	-	-	-	-	-	-	-	-	-
Mental Health	Small	Yes	\$30,000.00	-	No	No	No	No	No	No	×	-	2	-	1	-	14	-	4	-	2	-	25
MERIWA	Very small	No response	-	-	No response	No response	No response	No response	No response	No response	×	-	-	-	-	-	-	-	-	-	-	-	-
Metro Cemeteries	Small	Yes	\$119,000.00	\$94,601.04	Yes - fully	Yes - partially	No	No	No	No	×	12	100	100	100	100	100	15	100	100	100	100	90
Metro Redev	Small	Yes	\$130,000.00	\$7,000.00	No	Being developed	Being developed	No	No	No response	×	1	-	-	-	-	1	1	-	-	-	-	1
Mid West Dev	Very small	Yes	\$12,700.00	\$3,800.00	No	No	No	No	No	No response	×	-	-	-	-	-	-	-	-	-	-	-	-
Mines & Petroleum	Medium	Yes	\$172,000.00	\$172,000.00	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	No response	×	246	255	75	300	291	294	31	33	10	38	37	37
National Trust	Small	Yes	\$40,800.00	\$16,300.00	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	×	2	1	-	-	2	29	100	100	100	100	100	100
Ombudsman	Small	Yes	\$50,000.00	\$43,000.00	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	×	45	2	15	33	17	39	75	13	25	87	35	86
Peel Dev	Very small	Yes	\$10,632.00	\$3,112.00	No response	No	No	Yes - fully	No	No	×	2	-	-	-	1	1	10	-	-	-	10	10



Agency	Group	45. Does your agency have an annual budget for formal off-the-job professional development activities (e.g. internal or external classroom-based workshops, programs, conferences, seminars)?	Please specify the annual budget for 2011-12:	Please specify how much you actually spent in 2011-12 (this includes cost of formal courses, course content materials, venue hire, travel, accommodation and all related expenses):	46. Did your agency evaluate its professional development learning activities in 2011-12 in any of the following ways?						47. Please indicate the number (and proportion) of general staff who have participated in the following professional development and training in the 2011-12 financial year (and since 30 June 2009), in each area outlined:												
					Participant assessment (survey participants on the content and quality of the course)	Assessing learning outcomes (whether participants developed their skills or knowledge)	Assessing behaviour outcomes (any observed improvements in job performance)	Assessing outcomes or results (any improvements in agency performance from the learning activities)	Assessing the cost effectiveness (was there a positive return on the investment)	Other	Our agency is not able to determine this information	Number of staff participating in 2011-12						% of all current staff that have completed in the last 3 years					
												Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management	Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management
Perth Market	Small	Yes	\$75,000.00	\$55,000.00	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	×	-	100	100	100	100	50	20	10	100	100	100	50
Pilbara Dev	Very small	Yes	\$43,000.00	\$30,013.00	No	Being developed	No	No	Being developed	Yes - partially	✓	-	-	-	-	-	-	-	-	-	-	-	-
Pilbara Institute	Small	Yes	\$161,794.00	-	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	×	-	-	12	-	12	-	-	-	-	-	-	-
Planning	Medium	Yes	\$547,227.00	\$185,347.00	Yes - fully	No	No	No	No	No response	×	4	77	108	108	37	117	5	22	65	65	39	35
Police	Large	Yes	\$2,834,985.00	\$2,484,130.00	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	×	-	-	3141	3141	11320	-	-	0.1	91.2	91.2	-	-
Polytechnic West	Large	Yes	\$283,000.00	\$251,000.00	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	×	142	-	74	350	843	13	-	-	-	-	-	-
Port Hedland Port	Schedule 1	Yes	-	-	Yes - partially	Being developed	Being developed	Being developed	Being developed	No	×	-	-	5	2	6	61	-	-	4.16	1.6	5	50.8
Potato Marketing	Very small	Yes	\$19,000.00	\$10,000.00	No	No	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Premier & Cabinet	Medium	No	-	-	Yes - partially	Yes - partially	No	Being developed	No	No response	×	-	88	157	157	1	191	-	-	68	68	-	69.5
PSC	Small	Yes	\$197,223.00	\$138,955.00	Yes - partially	No	No	No	No	No response	×	-	-	-	-	12	25	-	1.8	-	-	21.6	95
Public Prosecutions	Medium	Yes	\$220,000.00	\$195,078.00	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Public Transport	Large	No	-	-	Yes - fully	Yes - fully	No	No	No	No response	×	2	-	-	-	73	205	-	-	-	-	-	-
Racing & Wagering	Schedule 1	Yes	\$520,000.00	\$250,000.00	No response	Yes - partially	Yes - partially	No response	No response	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Racing, Gaming & Liquor	Small	Yes	\$199,450.00	\$115,898.00	No	No	No	No	No	No response	×	20	-	97	97	10	32	37.91	81	79.3	79.3	12.1	35
Regional Dev & Lands	Medium	Yes	\$330,000.00	\$328,000.00	Yes - partially	Yes - partially	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
Rottneet Island	Small	Yes	\$80,000.00	\$60,000.00	Yes - partially	Being developed	Being developed	Being developed	Being developed	No response	×	3	1	-	1	18	20	2	0.75	1	1.5	25	100
SCSA	Small	Yes	\$100,000.00	\$110,000.00	Yes - partially	Yes - partially	No	No	No	No response	×	21	-	1	10	28	20	80	12	7	10	20	15
Small Business	Small	Yes	\$55,000.00	\$40,000.00	Yes - fully	Being developed	Yes - partially	Yes - partially	No	No response	×	3	1	-	2	7	50	6	2	-	4	14	100
South West Dev	Small	No	-	-	No	No	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-
South West IT	Medium	Yes	\$115,000.00	\$80,000.00	Being developed	Being developed	Being developed	Being developed	Being developed	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-



Agency	Group	45. Does your agency have an annual budget for formal off-the-job professional development activities (e.g. Internal or external classroom-based workshops, programs, conferences, seminars)?	Please specify the annual budget for 2011-12:	Please specify how much you actually spent in 2011-12 (this includes cost of formal courses, course content materials, venue hire, travel, accommodation and all related expenses):	46. Did your agency evaluate its professional development learning activities in 2011-12 in any of the following ways?						47. Please indicate the number (and proportion) of general staff who have participated in the following professional development and training in the 2011-12 financial year (and since 30 June 2009), in each area outlined:													
					Participant assessment (survey participants on the content and quality of the course)	Assessing learning outcomes (whether participants developed their skills or knowledge)	Assessing behaviour outcomes (any observed improvements in job performance)	Assessing outcomes or results (any improvements in agency performance from the learning activities)	Assessing the cost effectiveness (was there a positive return on the investment)	Other	Our agency is not able to determine this information	Number of staff participating in 2011-12						% of all current staff that have completed in the last 3 years						
												Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management	Human Resource Management	PID Act and Internal Procedures	Bullying and Harassment	Equity and Diversity	Occupational Health and Safety	Records Management	
Sport & Rec	Small	Yes	\$165,000.00	\$152,000.00	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-	-
State Development	Small	Yes	-	-	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	✓	-	-	-	-	-	-	-	-	-	-	-	-	-
State Heritage	Small	Yes	\$29,000.00	\$17,000.00	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No response	×	1	-	-	25	10	2	30	3	6	83	39	6	-
Synergy	Schedule 1	No response	-	-	No response	No response	No response	No response	No response	No response	×	-	-	-	-	-	-	-	-	-	-	-	-	-
Tourism	Small	Yes	-	\$78,474.00	Yes - fully	Yes - partially	No	No	No	No response	×	-	-	-	-	36	-	-	-	-	45	50	-	-
Training & Workforce Dev	Medium	Yes	\$322,000.00	\$288,706.00	Yes - fully	Yes - partially	Being developed	Being developed	Being developed	No response	×	74	113	233	245	209	129	23	24	46	46	40	58	-
Transport (Dept)	Large	No	-	-	Yes - fully	Yes - partially	Being developed	Being developed	Being developed	No response	×	1	1	-	-	-	214	-	-	-	-	-	73	-
Treasury (Dept)	Medium	Yes	\$328,910.00	\$216,188.00	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	×	-	-	-	-	-	70	-	-	-	-	-	15	-
Treasury Corp	Schedule 1	Yes	\$461,000.00	\$232,082.00	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	×	2	-	54	54	58	54	3	58	81	81	100	81	-
VenuesWest	Medium	Yes	\$200,738.00	\$122,084.00	Yes - fully	Yes - partially	Being developed	Being developed	Yes - fully	No response	×	4	-	41	41	48	-	2.33	-	23.8	23.8	40.11	-	-
Verve Energy	Schedule 1	No	-	-	Yes - fully	Yes - partially	Yes - partially	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-	-
WA College of Teaching	Small	Yes	-	\$15,128.00	No	No	No	No	No	No response	✓	-	-	-	-	-	-	-	-	-	-	-	-	-
WAIRC	Small	Yes	\$60,000.00	\$59,000.00	Yes - partially	No	No	No	No	No response	×	2	1	-	35	10	35	4	2	-	70	20	70	-
Water (Dept)	Medium	Yes	\$200,000.00	\$200,000.00	Yes - fully	Yes - partially	No	No	No	No response	×	-	2	357	17	245	170	-	0.5	78	8	63	77	-
Water Corp	Schedule 1	Yes	\$4,000,000.00	\$2,900,000.00	Yes - fully	Yes - partially	Yes - partially	Being developed	No	No response	×	52	-	446	446	1865	255	7	-	58	58	100	35	-
West Coast IT	Medium	Yes	\$320,999.00	\$328,466.00	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	×	1	156	136	1	207	3	24	74	44	24	99	0.05	-
Western Power	Schedule 1	No response	-	-	No response	No response	No response	No response	No response	No response	×	-	-	-	-	-	-	-	-	-	-	-	-	-
Wheatbelt Dev	Very small	No	-	-	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	No response	×	-	-	1	1	-	-	-	-	5	5	-	-	-
WorkCover	Small	Yes	\$151,500.00	\$141,803.00	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	No	×	63	32	62	62	44	150	35	15	34	34	27	82	-
Zoo	Small	Yes	\$83,600.00	\$70,045.00	No	Being developed	Being developed	Being developed	No	No response	×	1	19	100	13	38	1	1.63	7.72	41.9	5.3	32.93	28.1	-

Agency	Group	48. Please indicate the number (and proportion) of managers and supervisors who have participated in the following professional development and training in the 2011-12 financial year (and since 30 June 2009), in each area outlined:												49. Please indicate the number (and proportion) of employees in your agency's top three management tiers who have participated in the following professional development and training in the 2011-12 financial year (and since 30 June 2009), in each area outlined:				50. Did your agency have a talent management strategy in 2011-12?	51. Has your agency's talent management strategy been evaluated for its effectiveness?	53. Which roles or positions did your agency's talent management strategy target in 2011-12?							
		Our agency is not able to determine this information	Number of managers and supervisors participating in 2011-12						% of all current managers and supervisors that have completed in the last 3 years						Our agency is not able to determine this information	Number participating in 2011-12				% of top 3 management tiers that have completed in the last 3 years		Critical roles	Agency Head	Senior Executive Service	Executive Level	PSGA level 6 to 8 (below executive level)	Other
			Workforce and diversity planning	Policy capability	Project management	Creative thinking, innovation and problem solving	Collaboration strategies and techniques	Frontline management skills	Workforce and diversity planning	Policy capability	Project management	Creative thinking, innovation and problem solving	Collaboration strategies and techniques	Frontline management skills		Institute of Company Directors Course	Executive Management training			Institute of Company Directors Course	Executive Management training						
Agriculture & Food	Large	x	-	-	200	40	40	18	-	-	-	-	-	x	1	40	-	100	Being developed	No response	x	x	x	x	x	x	x
Albany Port	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	x	x	x	x	x	x	x
Animal Resources	Small	x	-	-	-	-	-	13	-	-	-	-	-	x	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
Architects Board	Very small	x	-	-	-	-	-	-	-	-	-	-	-	x	1	-	100	-	No	No response	x	x	x	x	x	x	x
Attorney General	Large	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
Auditor General	Small	x	5	2	4	-	-	28	4.42	1.76	3.54	-	-	24.78	x	1	13	5.9	72	Being developed	No response	x	x	x	x	x	x
Botanic Gardens	Small	✓	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	No	No response	x	x	x	x	x	x	x
Broome Port	Schedule 1	x	-	-	7	-	-	-	-	-	6.5	-	-	-	x	-	-	-	-	No	No response	x	x	x	x	x	x
Bunbury Port	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	x	x	x	x	x	x	x
Bunbury Water	Small	✓	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	No	No response	x	x	x	x	x	x	x
Burswood Park	Very small	x	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	No	No response	x	x	x	x	x	x	x
Busselton Water	Small	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	x	x	x	x	x	x	x
C Y O'Connor Institute	Small	x	2	-	-	5	3	-	-	-	-	-	-	x	-	-	-	-	Yes - fully	No	x	x	x	x	x	x	✓
CCC	Small	✓	-	-	-	-	-	-	-	-	-	-	-	x	-	5	-	83	Being developed	No response	x	x	x	x	x	x	x
Central IT	Large	x	-	-	-	2	1	-	-	-	-	6	0.1	-	x	-	4	-	8	No	No response	x	x	x	x	x	x
Challenger IT	Medium	x	-	-	4	-	-	58	-	-	6	-	-	100	✓	-	-	-	-	No	No response	x	x	x	x	x	x
Chem Centre	Small	x	1	-	-	-	-	10	7	-	-	-	-	80	x	-	-	14	-	Being developed	No response	x	x	x	x	x	x
Child Protection	Large	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	x	x	x	x	x	x	x
Children & Young People	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	No	No response	x	x	x	x	x	x	x
CHSHA	Small	x	14	14	4	-	14	14	100	100	29	-	100	100	x	-	-	-	-	No	No response	x	x	x	x	x	x

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CITF	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	×	-	-	60	-	Being developed	No response	×	×	×	×	×	×	×
Commerce	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	Being developed	No response	×	×	×	×	×	×	×
Communities	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	Being developed	No response	×	×	×	×	×	×	×
Corrective Services	Large	×	3	1	64	313	-	90	-	-	-	-	-	×	-	8	-	-	No	No response	×	×	×	×	×	×	×
Culture and the Arts	Medium	×	-	-	-	-	-	-	-	-	-	-	-	×	-	-	-	-	Being developed	No response	×	×	×	×	×	×	×
Custodial Services	Very small	×	-	1	-	-	-	-	5	-	-	-	-	×	-	1	-	5	No response	No response	×	×	×	×	×	×	×
Dampier Port	Schedule 1	×	-	-	-	-	-	-	-	-	-	-	-	×	-	-	-	-	Being developed	No response	×	×	×	×	×	×	×
Disability Services	Large	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	Being developed	No response	×	×	×	×	×	×	×
Drug & Alcohol	Small	×	30	-	30	27	-	22	70	-	75	65	-	×	-	-	-	5	No	No response	×	×	×	×	×	×	×
Durack IT	Medium	×	-	-	-	-	-	-	-	-	-	-	-	×	-	-	-	-	No	No response	×	×	×	×	×	×	×
Educ Services	Small	✓	-	-	-	-	-	-	-	-	-	-	-	×	-	2	-	7	No	No response	×	×	×	×	×	×	×
Education	Large	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	Being developed	No response	×	×	×	×	×	×	×
Electoral Comm	Small	×	-	-	6	3	-	-	20	60	30	-	-	×	1	1	10	20	No	No response	×	×	×	×	×	×	×
Env & Conservation	Large	×	-	-	53	30	-	30	-	-	-	-	-	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×
Environment Protection	Small	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×
Equal Opp	Small	×	2	-	-	-	-	3	15	-	-	-	15	×	-	-	-	-	No	No response	×	×	×	×	×	×	×
ERA	Small	×	-	-	-	-	-	11	-	-	-	-	-	×	16	-	-	-	Being developed	No response	×	×	×	×	×	×	×
Esperance Port	Schedule 1	×	-	-	-	-	-	-	-	-	-	-	-	×	-	-	-	-	No response	No response	×	×	×	×	×	×	×
FESA	Large	×	-	-	59	-	-	-	-	5	-	-	-	×	2	-	20	-	Being developed	No response	×	×	×	×	×	×	×
Finance	Large	×	2	-	107	-	-	29	-	-	-	-	-	✓	-	-	-	-	Yes - partially	No	✓	×	×	×	×	×	×

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Fisheries	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	No	No response	x	x	x	x	x	x
Forest Products	Small	x	-	-	2	-	-	-	-	-	12	-	-	x	-	-	-	-	-	No	No response	x	x	x	x	x	x
Fremantle Port	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	-	Being developed	No response	x	x	x	x	x	x
Gascoyne Dev	Very small	x	-	-	2	-	-	-	-	-	100	-	-	x	-	-	-	-	-	No	No response	x	x	x	x	x	x
Geraldton Port	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	-	No response	No response	x	x	x	x	x	x
GESB	Medium	x	-	-	1	-	-	30	-	-	-	-	-	x	2	-	8	-	-	Yes - partially	Yes	✓	x	x	x	✓	x
Gold Corporation	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	-	No response	No response	x	x	x	x	x	x
GoldEsp Dev	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	x	2	-	20	-	-	No	No response	x	x	x	x	x	x
Gr Southern Dev	Very small	x	-	1	-	-	-	-	-	25	-	-	-	x	-	-	25	-	-	No	No response	x	x	x	x	x	x
Great Southern IT	Medium	x	15	-	4	-	-	5	-	-	-	-	-	x	2	10	-	-	-	Being developed	No response	x	x	x	x	x	x
Greyhound Racing	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	No	No response	x	x	x	x	x	x
HaDSCO	Very small	x	1	1	-	-	5	5	-	-	-	-	-	x	-	1	-	100	-	No	No response	x	x	x	x	x	x
Health	Large	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	Yes - partially	No	✓	✓	✓	✓	✓	✓
Healthway	Very small	x	1	-	1	2	-	-	25	-	25	50	-	x	-	-	-	-	-	No	No response	x	x	x	x	x	x
Horizon Power	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	-	No response	No response	x	x	x	x	x	x
Housing	Large	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	No	No response	x	x	x	x	x	x
Independ Mkt Op	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	-	No response	No response	x	x	x	x	x	x
Indigenous Affairs	Small	x	3	2	1	15	20	28	-	-	-	-	-	x	-	2	-	-	-	No	No response	x	x	x	x	x	x
Info Commissioner	Very small	x	-	-	-	1	-	1	-	-	-	100	-	x	-	-	-	-	-	No	No response	x	x	x	x	x	x
Insurance Comm	Medium	x	2	-	-	-	-	7	-	-	-	-	-	x	-	-	-	-	-	Yes - fully	No	x	x	x	✓	x	x

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Kimberley Dev	Very small	x	1	1	2	-	1	-	25	25	50	-	25	-	x	2	2	50	50	Yes - partially developed	No	✓	x	x	x	x	x	x
Kimberley TI	Small	x	12	3	11	12	12	7	90	20	85	90	90	50	x	1	14	1.6	100	Being developed	No response	x	x	x	x	x	x	x
LandCorp	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	-	x	1	1	12	20	Being developed	No response	x	x	x	x	x	x	x
Landgate	Medium	x	5	1	13	94	94	15	-	-	-	-	-	-	x	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
Law Reform	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	No	No response	x	x	x	x	x	x	x
Legal Aid	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	x	x	x	x	x	x	x
Legal Prac	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	No response	No response	x	x	x	x	x	x	x
Local Govt	Small	x	-	4	7	-	-	3	-	12	25	-	-	-	x	1	-	5	-	No	No response	x	x	x	x	x	x	x
Lotterywest	Small	x	5	-	-	4	4	-	2	-	-	-	-	-	x	2	4	7.7	31	Being developed	No response	x	x	x	x	x	x	x
Main Roads	Large	x	34	1	47	15	1	13	79	1	10	10	1	7	x	1	80	5	80	Yes - fully	Yes	✓	✓	✓	✓	✓	✓	x
Meat Auth	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	x	x	x	x	x	x	x
Mental Health	Small	x	3	2	2	3	4	1	21	26	42	26	16	21	x	-	1	-	21	No	No response	x	x	x	x	x	x	x
MERIWA	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	No response	No response	x	x	x	x	x	x	x
Metro Cemeteries	Small	x	-	1	1	1	3	3	8	5	5	19	11	25	x	2	2	33.3	33.3	Being developed	No response	x	x	x	x	x	x	x
Metro Redev	Small	x	-	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
Mid West Dev	Very small	x	-	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	No	No response	x	x	x	x	x	x	x
Mines & Petroleum	Medium	x	250	6	24	-	-	21	100	4	15	-	-	15	x	-	3	-	10	No	No response	x	x	x	x	x	x	x
National Trust	Small	x	7	7	7	7	7	-	100	100	100	100	42.8	42.8	x	-	-	50	50	No	No response	x	x	x	x	x	x	x
Ombudsman	Small	x	4	6	3	5	6	9	33	60	40	60	53	80	x	-	-	-	40	Yes - fully	Yes	✓	x	x	✓	x	x	x
Peel Dev	Very small	x	-	-	-	1	-	-	-	-	10	10	-	-	x	-	1	-	10	Being developed	No response	x	x	x	x	x	x	x

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Perth Market	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	×	1	1	10	10	Being developed	No response	×	×	×	×	×	×	×
Pilbara Dev	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	-	×	1	-	25	-	No	No response	×	×	×	×	×	×	×
Pilbara Institute	Small	×	4	1	2	-	-	1	-	-	-	-	-	-	×	-	18	4	78	No	No response	×	×	×	×	×	×	×
Planning	Medium	×	-	-	12	-	1	23	-	2	16	2	36	38	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×
Police	Large	×	-	-	-	-	-	210	-	-	-	-	-	-	×	6	-	52	-	Being developed	No response	×	×	×	×	×	×	×
Polytechnic West	Large	×	92	38	8	-	-	12	-	-	-	-	-	-	×	-	6	-	-	Yes - fully	Yes	×	×	✓	✓	✓	✓	✓
Port Hedland Port	Schedule 1	×	-	-	-	14	14	14	-	-	-	11.66	11.66	11.66	×	4	4	3.33	3.33	Being developed	No response	×	×	×	×	×	×	×
Potato Marketing	Very small	✓	-	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×
Premier & Cabinet	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	-	×	-	5	-	10	No	No response	×	×	×	×	×	×	×
PSC	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	×	-	3	-	25	Being developed	No response	×	×	×	×	×	×	×
Public Prosecutions	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×
Public Transport	Large	×	-	-	24	24	24	30	-	-	-	-	-	-	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×
Racing & Wagering	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×
Racing, Gaming & Liquor	Small	×	1	-	-	-	-	11	25	-	-	-	-	31	×	-	-	-	-	Being developed	No response	×	×	×	×	×	×	×
Regional Dev & Lands	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	Being developed	No response	×	×	×	×	×	×	×
Rottnest Island	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×
SCSA	Small	×	-	-	-	-	14	-	-	-	-	-	9	-	×	-	-	-	-	No	No response	×	×	×	×	×	×	×
Small Business	Small	×	6	-	-	-	-	-	70	-	-	-	-	-	×	-	1	-	12	Being developed	No response	×	×	×	×	×	×	×
South West Dev	Small	✓	-	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×
South West IT	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	No	No response	×	×	×	×	×	×	×

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			Workforce and diversity planning	Policy capability	Project management	Creative thinking, innovation and problem solving	Collaboration strategies and techniques	Frontline management skills	Workforce and diversity planning	Policy capability	Project management	Creative thinking, innovation and problem solving	Collaboration strategies and techniques	Frontline management skills		Institute of Company Directors Course	Executive Management training	Institute of Company Directors Course									Executive Management training	
																												Institute of Company Directors Course
Sport & Rec	Small	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	No	No response	x	x	x	x	x	x	x
State Development	Small	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	No	No response	x	x	x	x	x	x	x
State Heritage	Small	x	-	-	3	1	-	-	-	-	12	3	-	9	x	-	-	-	-	No	No response	x	x	x	x	x	x	x
Synergy	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	-	No response	No response	x	x	x	x	x	x	x
Tourism	Small	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	No	No response	x	x	x	x	x	x	x
Training & Workforce Dev	Medium	x	8	3	14	72	72	-	31	10	33	70	70	-	x	-	-	-	-	No	No response	x	x	x	x	x	x	x
Transport (Dept)	Large	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
Treasury (Dept)	Medium	x	21	69	-	65	-	-	-	-	-	-	-	✓	-	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
Treasury Corp	Schedule 1	x	-	-	-	-	-	8	-	-	-	-	-	73	x	-	-	67	-	Yes - fully	Yes	x	x	x	x	✓	x	
VenuesWest	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
Verve Energy	Schedule 1	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
WA College of Teaching	Small	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	No	No response	x	x	x	x	x	x	x
WAIRC	Small	x	3	2	1	-	-	2	33	22	11	-	-	22	x	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
Water (Dept)	Medium	✓	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	Being developed	No response	x	x	x	x	x	x	x
Water Corp	Schedule 1	x	-	-	-	-	-	3	-	-	3	-	-	5	x	1	-	4	-	Yes - partially	No response	x	x	x	x	x	x	x
West Coast IT	Medium	x	7	2	-	45	22	11	30	-	56	95	90	60	x	-	3	-	48	Being developed	No response	x	x	x	x	x	x	x
Western Power	Schedule 1	x	-	-	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	No response	No response	x	x	x	x	x	x	x
Wheatbelt Dev	Very small	x	1	-	1	-	-	-	5	-	5	-	-	-	x	1	-	5	-	No	No response	x	x	x	x	x	x	x
WorkCover	Small	x	4	6	1	-	31	3	11	25	6	6	75	8	x	1	6	25	63	Being developed	No response	x	x	x	x	x	x	x
Zoo	Small	x	1	-	-	2	1	15	3.3	-	-	6.67	3.3	90	x	-	-	-	60	Being developed	No response	x	x	x	x	x	x	x

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Agriculture & Food	Large	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓
Albany Port	Schedule 1	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x
Animal Resources	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	✓	✓
Architects Board	Very small	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	Developed and implemented	Developed and implemented	x	x	x	x	x
Attorney General	Large	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓
Auditor General	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Botanic Gardens	Small	x	x	x	x	x	Under development	Under development	Under development	Under development	No plans to develop	x	x	x	x	x
Broome Port	Schedule 1	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x
Bunbury Port	Schedule 1	x	x	x	x	x	Under development	Under development	Developed	Developed	Developed	x	x	x	x	x
Bunbury Water	Small	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	Developed and implemented	No plans to develop	x	x	x	✓	x
Burswood Park	Very small	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x
Busselton Water	Small	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	Developed	Developed	x	x	x	x	x
C Y O'Connor Institute	Small	x	x	x	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓
CCC	Small	x	x	x	x	x	Under development	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Central IT	Large	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	x	x
Challenger IT	Medium	x	x	x	x	x	Developed and implemented	Developed	Developed and implemented	Developed and implemented	Developed and implemented	✓	x	✓	✓	✓
Chem Centre	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	✓	✓	x	✓	✓
Child Protection	Large	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓
Children & Young People	Very small	x	x	x	x	x	No plans to develop	Developed and implemented	No response	Developed and implemented	No plans to develop	x	x	x	x	x
CHSHA	Small	x	x	x	x	x	Developed and implemented	Under development	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	✓	x



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CITF	Very small	x	x	x	x	x	Developed	Under development	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Commerce	Medium	x	x	x	x	x	Developed and implemented	Under development	Developed and implemented	Developed and implemented	Developed	x	x	x	x	x
Communities	Medium	x	x	x	x	x	Under development	Under development	Under development	Under development	Under development	x	x	x	x	x
Corrective Services	Large	x	x	x	x	x	Under development	Under development	Developed and implemented	Under development	No plans to develop	✓	✓	✓	x	x
Culture and the Arts	Medium	x	x	x	x	x	Under development	Developed	Under development	Under development	No plans to develop	x	x	x	x	x
Custodial Services	Very small	x	x	x	x	x	Developed and implemented	Developed and implemented	No plans to develop	Developed and implemented	No plans to develop	✓	✓	x	✓	x
Dampier Port	Schedule 1	x	x	x	x	x	No plans to develop	No plans to develop	Under development	Under development	No plans to develop	x	x	x	x	x
Disability Services	Large	x	x	x	x	x	Developed and implemented	Developed	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	✓	x
Drug & Alcohol	Small	x	x	x	x	x	Developed	Under development	Under development	Developed and implemented	No plans to develop	x	x	x	✓	x
Durack IT	Medium	x	x	x	x	x	Developed and implemented	Developed	Developed	Developed and implemented	No plans to develop	x	x	x	x	x
Educ Services	Small	x	x	x	x	x	Developed	Developed and implemented	Under development	Developed and implemented	Developed and implemented	x	✓	x	✓	x
Education	Large	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓
Electoral Comm	Small	x	x	x	x	x	Developed and implemented	Under development	No plans to develop	Developed and implemented	No plans to develop	x	x	x	x	x
Env & Conservation	Large	x	x	x	x	x	Developed and implemented	Under development	Under development	Developed and implemented	No plans to develop	✓	✓	x	✓	x
Environment Protection	Small	x	x	x	x	x	Developed	No plans to develop	No plans to develop	Developed	No plans to develop	x	x	x	x	x
Equal Opp	Small	x	x	x	x	x	No plans to develop	Developed	No plans to develop	Developed and implemented	No plans to develop	✓	✓	✓	✓	✓
ERA	Small	x	x	x	x	x	Developed	Under development	Developed	Developed and implemented	Developed and implemented	x	x	x	x	x
Esperance Port	Schedule 1	x	x	x	x	x	Developed and implemented	No plans to develop	No plans to develop	Developed and implemented	No plans to develop	x	x	x	x	x
FESA	Large	x	x	x	x	x	Under development	Under development	Under development	Developed and implemented	Developed and implemented	✓	✓	x	✓	✓
Finance	Large	x	✓	x	x	x	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓

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Fisheries	Medium	x	x	x	x	x	Developed	No plans to develop	Under development	Under development	Under development	✓	x	x	x	x
Forest Products	Small	x	x	x	x	x	No plans to develop	No plans to develop	Developed and implemented	Developed and implemented	No plans to develop	x	x	x	x	x
Fremantle Port	Schedule 1	x	x	x	x	x	Developed and implemented	Developed	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Gascoyne Dev	Very small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	x	x	✓	x
Geraldton Port	Schedule 1	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	✓	✓	✓	✓	✓
GESB	Medium	x	✓	✓	x	x	No response	No plans to develop	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Gold Corporation	Schedule 1	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x
GoldEsp Dev	Very small	x	x	x	x	x	Developed	No plans to develop	No plans to develop	Developed and implemented	No plans to develop	✓	x	x	✓	x
Gr Southern Dev	Very small	x	x	x	x	x	Developed	Developed and implemented	Developed	Developed	Developed and implemented	x	✓	✓	✓	x
Great Southern IT	Medium	x	x	x	x	x	Under development	Developed	Developed	Developed and implemented	No plans to develop	x	x	x	x	x
Greyhound Racing	Schedule 1	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	x
HaDSCO	Very small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Health	Large	x	x	x	x	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	x
Healthway	Very small	x	x	x	x	x	Developed	Developed	Developed and implemented	Developed and implemented	Under development	x	x	x	x	x
Horizon Power	Schedule 1	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x
Housing	Large	x	x	x	x	x	Under development	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓
Independ Mkt Op	Schedule 1	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x
Indigenous Affairs	Small	x	x	x	x	x	Developed and implemented	Developed	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	x	x	x
Info Commissioner	Very small	x	x	x	x	x	No plans to develop	No plans to develop	Developed	Developed and implemented	No plans to develop	x	x	x	x	x
Insurance Comm	Medium	x	✓	x	x	x	Developed and implemented	Under development	Developed and implemented	Under development	Developed and implemented	x	x	x	x	x

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Kimberley Dev	Very small	x	x	x	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Kimberley TI	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed	x	✓	x	✓	x
LandCorp	Schedule 1	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Landgate	Medium	x	x	x	x	x	Developed and implemented	Developed	Under development	Developed and implemented	Under development	x	x	x	x	x
Law Reform	Very small	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	Developed and implemented	No plans to develop	x	x	x	x	x
Legal Aid	Medium	x	x	x	x	x	Under development	No response	Under development	Developed	No plans to develop	x	x	✓	x	x
Legal Prac	Small	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x
Local Govt	Small	x	x	x	x	x	Under development	Developed and implemented	Under development	Under development	Developed	✓	✓	✓	✓	✓
Lotterywest	Small	x	x	x	x	x	Developed	Under development	Under development	Developed	No plans to develop	x	x	x	x	x
Main Roads	Large	x	x	✓	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Meat Auth	Very small	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	x
Mental Health	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	x	x	x	x	x
MERIWA	Very small	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	x
Metro Cemeteries	Small	x	x	x	x	x	Under development	Developed	Developed	Under development	No plans to develop	✓	✓	✓	✓	x
Metro Redev	Small	x	x	x	x	x	Under development	Under development	Developed and implemented	Under development	Under development	x	x	✓	x	x
Mid West Dev	Very small	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	Developed and implemented	No plans to develop	x	x	x	x	x
Mines & Petroleum	Medium	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓
National Trust	Small	x	x	x	x	x	Developed and implemented	Under development	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Ombudsman	Small	x	✓	✓	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No response	x	x	x	x	x
Peel Dev	Very small	x	x	x	x	x	Under development	Developed and implemented	No plans to develop	Under development	Under development	x	x	x	✓	x

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Perth Market	Small	x	x	x	x	x	Developed	Under development	Developed	Developed	No plans to develop	x	x	x	x	x	
Pilbara Dev	Very small	x	x	x	x	x	Developed and implemented	No plans to develop	Developed	Developed and implemented	No plans to develop	x	x	x	x	x	
Pilbara Institute	Small	x	x	x	x	x	Developed and implemented	No response	Developed and implemented	Developed and implemented	Developed and implemented	✓	x	✓	✓	✓	
Planning	Medium	x	x	x	x	x	Under development	No plans to develop	No plans to develop	Under development	No plans to develop	✓	✓	✓	x	x	
Police	Large	x	x	x	x	x	Developed and implemented	Developed	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	✓	x	
Polytechnic West	Large	✓	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	
Port Hedland Port	Schedule 1	x	x	x	x	x	Developed and implemented	Developed	Developed and implemented	No plans to develop	Developed and implemented	✓	✓	✓	x	✓	
Potato Marketing	Very small	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	x	
Premier & Cabinet	Medium	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	x	x	
PSC	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	No plans to develop	Developed and implemented	No plans to develop	✓	✓	x	✓	x	
Public Prosecutions	Medium	x	x	x	x	x	Under development	Under development	Developed and implemented	Developed and implemented	No plans to develop	x	x	x	x	x	
Public Transport	Large	x	x	x	x	x	Developed and implemented	Under development	Developed and implemented	Under development	Developed and implemented	x	x	x	x	x	
Racing & Wagering	Schedule 1	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x	
Racing, Gaming & Liquor	Small	x	x	x	x	x	Developed	Under development	Under development	Developed and implemented	No plans to develop	x	x	x	✓	x	
Regional Dev & Lands	Medium	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	
Rottneet Island	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	
SCSA	Small	x	x	x	x	x	Under development	Under development	Under development	Developed and implemented	No plans to develop	x	x	x	x	x	
Small Business	Small	x	x	x	x	x	Developed and implemented	Developed	Under development	Developed	Developed and implemented	x	x	x	x	x	
South West Dev	Small	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x	
South West IT	Medium	x	x	x	x	x	No response	Under development	Under development	No response	Developed and implemented	x	✓	x	x	x	

Agency	Group	54. If your agency has identified any critical roles, how were these identified?					55a. SDWAPS Theme: Attracting a Skilled Workforce									
		Not applicable - agency has not identified critical roles	Through succession planning	Through workforce planning	Through agency business strategies	Other	Stage of development					Willing to share details?				
							Implement initiatives from the Rethinking Recruitment report to simplify and streamline the recruitment process, and further assess legislation and subsidiary instruments that are linked to the recruitment process.	Research and target labour markets currently underutilised by the sector (e.g. indigenous, young, mature, people with disability).	Tailor recruitment strategies to reflect the demands and expectations of specific occupational and generational groups as well as labour market conditions.	Promote flexible working arrangements to increase the attractiveness of the public sector as an employer.	Ensure remuneration packages are flexibly designed to respond to changes in economic (and other) circumstances.	Implement initiatives from the Rethinking Recruitment report to simplify and streamline the recruitment process, and further assess legislation and subsidiary instruments that are linked to the recruitment process.	Research and target labour markets currently underutilised by the sector (e.g. indigenous, young, mature, people with disability).	Tailor recruitment strategies to reflect the demands and expectations of specific occupational and generational groups as well as labour market conditions.	Promote flexible working arrangements to increase the attractiveness of the public sector as an employer.	Ensure remuneration packages are flexibly designed to respond to changes in economic (and other) circumstances.
Sport & Rec	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Under development	✓	✓	x	✓	x
State Development	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	No plans to develop	Developed	No plans to develop	✓	✓	x	x	x
State Heritage	Small	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	x
Synergy	Schedule 1	x	x	x	x	x	No response	No response	No response	No response	No response	x	x	x	x	x
Tourism	Small	x	x	x	x	x	Developed and implemented	Under development	Under development	Under development	No plans to develop	✓	✓	✓	✓	x
Training & Workforce Dev	Medium	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓
Transport (Dept)	Large	x	x	x	x	x	Developed	Developed	Under development	Developed	No plans to develop	x	x	x	x	x
Treasury (Dept)	Medium	x	x	x	x	x	Under development	Under development	Under development	Developed and implemented	No plans to develop	✓	✓	✓	✓	✓
Treasury Corp	Schedule 1	✓	x	x	x	x	Developed and implemented	Developed and implemented	No response	Developed and implemented	Developed and implemented	✓	✓	x	✓	✓
VenuesWest	Medium	x	x	x	x	x	Under development	Under development	Under development	Developed and implemented	No plans to develop	✓	✓	✓	✓	x
Verve Energy	Schedule 1	x	x	x	x	x	No plans to develop	No response	No response	Developed and implemented	No response	x	x	x	✓	x
WA College of Teaching	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	No response	Developed and implemented	No response	x	x	x	x	x
WAIRC	Small	x	x	x	x	x	Developed	Under development	Under development	Under development	No plans to develop	x	x	x	x	x
Water (Dept)	Medium	x	x	x	x	x	Developed and implemented	No plans to develop	Developed and implemented	Developed and implemented	No plans to develop	✓	x	✓	✓	x
Water Corp	Schedule 1	x	x	x	x	x	No response	Developed and implemented	Developed	Developed and implemented	Under development	x	x	x	x	x
West Coast IT	Medium	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No response	x	x	x	x	x
Western Power	Schedule 1	x	x	x	x	x	Developed and implemented	Developed	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
Wheatbelt Dev	Very small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x
WorkCover	Small	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No response	✓	✓	✓	✓	x
Zoo	Small	x	x	x	x	x	Developed	Developed	Under development	Developed and implemented	No plans to develop	x	x	x	x	x

Agency	Group	55b. SDWAPS Theme: Retaining Valued Employees											
		Stage of development						Willing to share details?					
		Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.	Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.
Agriculture & Food	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
Albany Port	Schedule 1	No response	No response	No response	No response	No response	No response	×	×	×	×	×	×
Animal Resources	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
Architects Board	Very small	No response	No response	Developed and implemented	No response	Developed and implemented	Developed and implemented	×	×	×	×	×	×
Attorney General	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
Auditor General	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	×	×	×	×	×	×
Botanic Gardens	Small	Developed and implemented	Developed and implemented	No plans to develop	Developed and implemented	No plans to develop	No plans to develop	✓	✓	×	✓	×	×
Broome Port	Schedule 1	No response	No response	No response	No response	No response	No response	×	×	×	×	×	×
Bunbury Port	Schedule 1	Developed and implemented	Developed	Developed	Under development	Under development	Developed and implemented	×	×	×	×	×	×
Bunbury Water	Small	Developed	Developed	Developed and implemented	Under development	Under development	No response	×	×	✓	×	×	×
Burswood Park	Very small	No response	No response	No response	No response	No response	No response	×	×	×	×	×	×
Busselton Water	Small	Developed	Developed	Developed	No plans to develop	Developed	Developed	×	×	×	×	×	×
C Y O'Connor Institute	Small	Developed and implemented	Under development	Developed and implemented	Developed and implemented	Under development	Developed and implemented	✓	✓	✓	✓	✓	✓
CCC	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	×	×	×	×	×	×
Central IT	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	✓	✓	✓	✓	✓	×
Challenger IT	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed	✓	✓	✓	✓	✓	✓
Chem Centre	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	✓	✓	✓	✓	✓	✓
Child Protection	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	×	✓	✓
Children & Young People	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	×	×	×	×	×	×
CHSHA	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	✓	✓	✓	✓	✓	✓

Agency	Group	55b. SDWAPS Theme: Retaining Valued Employees											
		Stage of development						Willing to share details?					
		Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.	Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.
CITF	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed	Developed and implemented	x	x	x	x	x	x
Commerce	Medium	Under development	Developed and implemented	Under development	Developed and implemented	No response	Under development	x	x	x	x	x	x
Communities	Medium	Under development	Under development	Under development	Under development	Under development	Under development	x	x	x	x	x	x
Corrective Services	Large	Under development	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	✓	✓	x	✓	✓	x
Culture and the Arts	Medium	Developed and implemented	Developed and implemented	Under development	Under development	Developed and implemented	Developed	✓	✓	x	x	✓	✓
Custodial Services	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
Dampier Port	Schedule 1	Developed and implemented	Developed and implemented	Developed and implemented	Under development	No plans to develop	No plans to develop	x	x	x	x	x	x
Disability Services	Large	Developed	Developed	Developed and implemented	Developed	Under development	Developed	✓	✓	✓	✓	✓	✓
Drug & Alcohol	Small	Developed	Developed	Developed and implemented	Under development	Under development	Developed and implemented	x	x	✓	x	x	x
Durack IT	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed	Developed and implemented	x	x	x	x	x	x
Educ Services	Small	Under development	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	x	x	x	✓	x	x
Education	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	✓	✓	✓	✓	✓	✓
Electoral Comm	Small	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	Developed and implemented	x	x	x	x	x	x
Env & Conservation	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	✓	✓	x	✓	✓	✓
Environment Protection	Small	Developed	Under development	Developed	Under development	Under development	Under development	x	x	x	x	x	x
Equal Opp	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
ERA	Small	Developed	Developed	Developed	Developed and implemented	Under development	Developed	x	x	x	x	x	x
Esperance Port	Schedule 1	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	No plans to develop	Developed and implemented	x	x	x	x	x	x
FESA	Large	Developed and implemented	Under development	Under development	Under development	Under development	Under development	✓	✓	✓	✓	✓	✓
Finance	Large	Under development	Developed and implemented	Under development	Developed and implemented	Developed	Developed and implemented	✓	✓	✓	✓	✓	✓

Agency	Group	55b. SDWAPS Theme: Retaining Valued Employees											
		Stage of development						Willing to share details?					
		Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.	Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.
Fisheries	Medium	Under development	Developed and implemented	Under development	Under development	Under development	Under development	x	✓	x	x	x	x
Forest Products	Small	Developed and implemented	No plans to develop	No plans to develop	No plans to develop	Developed	No response	x	x	x	x	x	x
Fremantle Port	Schedule 1	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x	x
Gascoyne Dev	Very small	No response	Developed and implemented	Developed and implemented	No response	Developed and implemented	Developed and implemented	x	x	x	x	x	x
Geraldton Port	Schedule 1	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	Developed and implemented	✓	✓	✓	✓	✓	✓
GESB	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed	Developed and implemented	x	x	x	x	x	x
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x
GoldEsp Dev	Very small	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	No plans to develop	Developed and implemented	✓	✓	✓	x	x	✓
Gr Southern Dev	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
Great Southern IT	Medium	Under development	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed	x	x	x	x	x	x
Greyhound Racing	Schedule 1	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	x	x
HaDSCO	Very small	Developed	Developed and implemented	Developed and implemented	Developed and implemented	Developed	Developed and implemented	x	x	x	x	x	x
Health	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed	✓	✓	✓	✓	✓	✓
Healthway	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x	x
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x
Housing	Large	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	No response	✓	✓	✓	✓	✓	x
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x
Indigenous Affairs	Small	Developed and implemented	Under development	Developed and implemented	Developed and implemented	Developed	Developed and implemented	x	x	x	✓	x	✓
Info Commissioner	Very small	No plans to develop	Developed and implemented	Developed and implemented	No plans to develop	Developed	Developed and implemented	x	x	x	x	x	x
Insurance Comm	Medium	Developed and implemented	Developed and implemented	Under development	No plans to develop	Under development	Developed and implemented	x	x	x	x	x	x



Agency	Group	55b. SDWAPS Theme: Retaining Valued Employees											
		Stage of development						Willing to share details?					
		Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.	Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.
Kimberley Dev	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Developed	Developed and implemented	Developed and implemented	x	x	x	x	x	x
Kimberley TI	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	✓	x	x	x
LandCorp	Schedule 1	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	x	x	x	x	x	x
Landgate	Medium	Developed	Under development	Developed and implemented	Developed and implemented	Under development	Developed and implemented	x	x	x	x	x	x
Law Reform	Very small	No plans to develop	No plans to develop	Developed	No plans to develop	Developed	Developed	x	x	x	x	x	x
Legal Aid	Medium	Under development	Under development	Developed	No response	No response	No response	x	x	x	x	x	x
Legal Prac	Small	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x
Local Govt	Small	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	Under development	✓	✓	✓	✓	✓	✓
Lotterywest	Small	Under development	Under development	Developed and implemented	Under development	Under development	Developed and implemented	x	x	x	x	x	x
Main Roads	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x	x
Meat Auth	Very small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	x	x
Mental Health	Small	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	Developed and implemented	x	x	x	x	x	x
MERIWA	Very small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	x	x
Metro Cemeteries	Small	Developed	Developed and implemented	Developed and implemented	Under development	Under development	Developed and implemented	x	✓	x	✓	✓	x
Metro Redev	Small	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Under development	Developed and implemented	x	✓	x	x	x	✓
Mid West Dev	Very small	Developed and implemented	Developed and implemented	Developed	No plans to develop	Under development	Developed and implemented	x	x	x	x	x	x
Mines & Petroleum	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
National Trust	Small	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	Developed and implemented	x	x	x	x	x	x
Ombudsman	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	x	x
Peel Dev	Very small	Under development	Developed and implemented	Under development	Under development	No plans to develop	Under development	x	x	x	x	x	x

Agency	Group	55b. SDWAPS Theme: Retaining Valued Employees											
		Stage of development						Willing to share details?					
		Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.	Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.
Perth Market	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	x	x	x	x	x	x
Pilbara Dev	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	Developed and implemented	x	x	x	x	x	x
Pilbara Institute	Small	Under development	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	x	✓	✓	✓	x	✓
Planning	Medium	Under development	Under development	Under development	Developed	No response	No response	✓	✓	✓	✓	x	x
Police	Large	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Under development	Developed and implemented	✓	✓	✓	✓	✓	✓
Polytechnic West	Large	Developed and implemented	Developed and implemented	Developed	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
Port Hedland Port	Schedule 1	Developed and implemented	Developed and implemented	No plans to develop	Under development	Developed and implemented	Under development	✓	✓	x	x	✓	x
Potato Marketing	Very small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	x	x
Premier & Cabinet	Medium	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	Developed	Under development	✓	✓	✓	x	x	x
PSC	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	✓	x	x	✓	✓	✓
Public Prosecutions	Medium	Under development	Under development	No plans to develop	Under development	Under development	Under development	x	x	x	x	x	x
Public Transport	Large	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Under development	x	x	x	x	x	x
Racing & Wagering	Schedule 1	No response	Developed and implemented	No response	No response	No response	No response	x	✓	x	x	x	x
Racing, Gaming & Liquor	Small	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	x	x	x	x
Regional Dev & Lands	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
Rottnest Island	Small	No response	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	✓	✓	✓	✓	✓
SCSA	Small	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed	Developed	x	x	x	x	x	x
Small Business	Small	Developed and implemented	Developed	Developed and implemented	Under development	Developed	Developed and implemented	x	x	x	x	x	x
South West Dev	Small	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x
South West IT	Medium	No response	Developed and implemented	Under development	Under development	No response	No response	x	x	x	x	x	x

Agency	Group	55b. SDWAPS Theme: Retaining Valued Employees											
		Stage of development						Willing to share details?					
		Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.	Improve selection processes to ensure the right people are placed into the right jobs.	Implement initial and follow-up induction processes to ensure new employees have a meaningful transition into the agency and their role.	Implement flexible employment initiatives to retain employees.	Establish a professional development program which includes mentoring, peer support and career planning.	Develop initiatives that capture and retain corporate knowledge, specifically the transition of knowledge from experienced employees.	Create organisational cultures that are supportive and flexible in meeting employee needs.
Sport & Rec	Small	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Under development	Developed and implemented	✓	✓	×	✓	×	✓
State Development	Small	Under development	Developed and implemented	Developed	Under development	Developed	Under development	×	✓	×	×	✓	×
State Heritage	Small	Developed	Under development	No plans to develop	Under development	Under development	Developed	×	×	×	×	×	×
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	×	×	×	×	×	×
Tourism	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed	Under development	Developed	✓	✓	✓	✓	✓	✓
Training & Workforce Dev	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
Transport (Dept)	Large	Developed	Developed	Under development	Under development	No plans to develop	Under development	×	×	×	×	×	×
Treasury (Dept)	Medium	Under development	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	✓	✓	✓	✓	✓	✓
Treasury Corp	Schedule 1	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	✓	✓
VenuesWest	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	Developed	✓	✓	✓	×	×	×
Verve Energy	Schedule 1	Developed and implemented	No response	Developed and implemented	Developed and implemented	Developed and implemented	No response	✓	×	✓	✓	✓	×
WA College of Teaching	Small	Developed and implemented	Developed and implemented	No response	No response	No response	Developed and implemented	×	×	×	×	×	×
WAIRC	Small	Under development	Developed	Developed	Under development	Developed	Under development	×	×	×	×	×	×
Water (Dept)	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	✓	✓	✓	✓	✓	✓
Water Corp	Schedule 1	Developed and implemented	No response	Developed and implemented	No plans to develop	Developed and implemented	Developed and implemented	×	×	×	×	×	×
West Coast IT	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	✓	✓	×	✓	×	×
Western Power	Schedule 1	Developed and implemented	Developed	Developed and implemented	Developed and implemented	Developed	Developed and implemented	×	×	×	×	×	×
Wheatbelt Dev	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	×	×	×	×	×	×
WorkCover	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed	✓	✓	✓	✓	✓	✓
Zoo	Small	Developed and implemented	Under development	Developed and implemented	Under development	Under development	Developed and implemented	×	×	×	×	×	×

Agency	Group	55c. SDWAPS Theme: Building Public Sector Capacity								55d. SDWAPS Theme: Providing Strategic Leadership			
		Stage of development				Willing to share details?				Stage of development			
		Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency leadership skills through leadership programs.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.
Agriculture & Food	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Albany Port	Schedule 1	No response	No response	No response	No response	×	×	×	×	No response	No response	No response	No response
Animal Resources	Small	Developed and implemented	Developed and implemented	No plans to develop	Developed and implemented	✓	✓	×	✓	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Architects Board	Very small	No response	No response	No response	No response	×	×	×	×	No response	No response	No response	No response
Attorney General	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Auditor General	Small	Under development	Under development	Developed and implemented	Developed and implemented	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Botanic Gardens	Small	Under development	Under development	Under development	No plans to develop	×	×	×	×	Under development	Under development	Under development	No plans to develop
Broome Port	Schedule 1	No response	No response	No response	No response	×	×	×	×	No response	No response	No response	No response
Bunbury Port	Schedule 1	Under development	Under development	Under development	Under development	×	×	×	×	Under development	Under development	Under development	Under development
Bunbury Water	Small	Under development	Under development	No plans to develop	No plans to develop	×	×	×	×	No plans to develop	Under development	Under development	Under development
Burswood Park	Very small	No response	No response	No response	No response	×	×	×	×	No response	No response	No response	No response
Busselton Water	Small	No plans to develop	Developed and implemented	No plans to develop	No plans to develop	×	×	×	×	Developed and implemented	No plans to develop	No plans to develop	No plans to develop
C Y O'Connor Institute	Small	Developed	Developed	Developed and implemented	Developed	✓	✓	✓	✓	Under development	Developed	Under development	Under development
CCC	Small	Under development	Under development	Developed and implemented	Developed and implemented	×	×	×	×	Under development	Developed and implemented	Developed and implemented	Under development
Central IT	Large	Developed and implemented	Under development	No plans to develop	No plans to develop	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	Under development
Challenger IT	Medium	No response	Developed and implemented	Developed and implemented	Developed and implemented	×	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Chem Centre	Small	Under development	Under development	Developed and implemented	No plans to develop	✓	✓	✓	×	Under development	Under development	Under development	Under development
Child Protection	Large	Developed and implemented	Under development	Developed and implemented	Developed and implemented	✓	×	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	No response
Children & Young People	Very small	Developed and implemented	Under development	No plans to develop	No plans to develop	×	×	×	×	Developed and implemented	No plans to develop	No plans to develop	No plans to develop
CHSHA	Small	Developed and implemented	Under development	Under development	Under development	✓	✓	✓	✓	Under development	Under development	Under development	Under development

Agency	Group	55c. SDWAPS Theme: Building Public Sector Capacity								55d. SDWAPS Theme: Providing Strategic Leadership			
		Stage of development				Willing to share details?				Stage of development			
		Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency leadership skills through leadership programs.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.
CITF	Very small	Developed and implemented	Developed and implemented	No plans to develop	Under development	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Commerce	Medium	Developed and implemented	Developed and implemented	Under development	Developed and implemented	x	x	x	x	Developed	Developed and implemented	Developed and implemented	No response
Communities	Medium	Developed	Developed	Under development	No plans to develop	x	x	x	x	Under development	Developed	Under development	Under development
Corrective Services	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	Under development	Developed and implemented	Developed and implemented	Developed and implemented
Culture and the Arts	Medium	Under development	Under development	Developed	No plans to develop	x	x	x	x	Under development	Under development	No plans to develop	No plans to develop
Custodial Services	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Developed	x	x	✓	✓	Developed and implemented	No response	Developed and implemented	Developed and implemented
Dampier Port	Schedule 1	Under development	Under development	No plans to develop	Under development	x	x	x	x	Under development	Under development	Under development	No plans to develop
Disability Services	Large	Under development	Developed and implemented	Under development	No plans to develop	✓	✓	✓	x	Under development	Developed and implemented	Developed and implemented	Under development
Drug & Alcohol	Small	Under development	Under development	Under development	No plans to develop	x	x	x	x	Under development	Under development	Under development	No plans to develop
Durack IT	Medium	Under development	Developed	No plans to develop	No plans to develop	x	x	x	x	Under development	Under development	Under development	Under development
Educ Services	Small	Developed and implemented	Under development	Under development	No plans to develop	x	x	x	x	Under development	Developed and implemented	Developed and implemented	Under development
Education	Large	Developed and implemented	Developed and implemented	No plans to develop	No plans to develop	✓	✓	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Electoral Comm	Small	No plans to develop	Under development	No plans to develop	No plans to develop	✓	x	✓	x	Under development	No plans to develop	No plans to develop	No plans to develop
Env & Conservation	Large	Developed and implemented	Under development	Developed	Developed and implemented	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Environment Protection	Small	Under development	Under development	No plans to develop	Developed	x	x	x	x	Under development	Under development	Under development	Under development
Equal Opp	Small	No plans to develop	Developed	Developed and implemented	No plans to develop	✓	✓	✓	✓	No plans to develop	Under development	No plans to develop	No plans to develop
ERA	Small	Developed	Developed	Under development	No plans to develop	x	x	x	x	Developed	Developed	Developed	No plans to develop
Esperance Port	Schedule 1	Under development	Under development	Developed and implemented	No plans to develop	x	x	x	x	Developed and implemented	No plans to develop	Under development	Developed and implemented
FESA	Large	Under development	No response	Under development	Developed and implemented	✓	x	✓	✓	Under development	Under development	Under development	Under development
Finance	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	Developed	Developed and implemented	Under development	Under development

Agency	Group	55c. SDWAPS Theme: Building Public Sector Capacity								55d. SDWAPS Theme: Providing Strategic Leadership			
		Stage of development				Willing to share details?				Stage of development			
		Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency leadership skills through leadership programs.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.
Fisheries	Medium	Developed and implemented	Under development	Under development	Under development	✓	×	×	×	Under development	Developed	Under development	Under development
Forest Products	Small	Under development	Under development	No plans to develop	No plans to develop	×	×	×	×	Developed	No plans to develop	No plans to develop	Developed
Fremantle Port	Schedule 1	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Gascoyne Dev	Very small	Developed and implemented	No response	Developed and implemented	Under development	✓	×	✓	×	Under development	Developed and implemented	Developed and implemented	No response
Geraldton Port	Schedule 1	Developed	Under development	Under development	Developed and implemented	✓	✓	✓	✓	No plans to develop	Developed and implemented	No plans to develop	No plans to develop
GESB	Medium	Developed and implemented	Developed and implemented	Under development	No response	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	No response
Gold Corporation	Schedule 1	No response	No response	No response	No response	×	×	×	×	No response	No response	No response	No response
GoldEsp Dev	Very small	No plans to develop	No plans to develop	Developed and implemented	Developed and implemented	×	×	✓	✓	Developed and implemented	Developed and implemented	No plans to develop	No plans to develop
Gr Southern Dev	Very small	Developed and implemented	Developed and implemented	Developed	No plans to develop	✓	✓	✓	×	Developed and implemented	No plans to develop	No plans to develop	No plans to develop
Great Southern IT	Medium	Developed and implemented	Under development	Developed	Under development	×	×	×	×	Under development	Developed and implemented	Developed and implemented	Under development
Greyhound Racing	Schedule 1	No plans to develop	No plans to develop	No plans to develop	No plans to develop	×	×	×	×	No plans to develop	No plans to develop	No plans to develop	No plans to develop
HaDSO	Very small	Developed	Developed and implemented	No response	Developed	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	Developed
Health	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	Developed	Developed and implemented	Developed and implemented	Developed and implemented
Healthway	Very small	Developed and implemented	Developed and implemented	Developed and implemented	Under development	×	×	✓	×	Developed	Developed	Under development	Under development
Horizon Power	Schedule 1	No response	No response	No response	No response	×	×	×	×	No response	No response	No response	No response
Housing	Large	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Under development
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	×	×	×	×	No response	No response	No response	No response
Indigenous Affairs	Small	Under development	Developed	Developed and implemented	Under development	×	×	✓	×	Developed	Developed and implemented	Under development	Under development
Info Commissioner	Very small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	×	×	×	×	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Insurance Comm	Medium	Developed and implemented	Developed and implemented	No plans to develop	No plans to develop	✓	✓	×	×	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented

Agency	Group	55c. SDWAPS Theme: Building Public Sector Capacity								55d. SDWAPS Theme: Providing Strategic Leadership			
		Stage of development				Willing to share details?				Stage of development			
		Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency leadership skills through leadership programs.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.
Kimberley Dev	Very small	Developed	Developed and implemented	Developed and implemented	Under development	x	x	x	x	Developed	Developed and implemented	Developed and implemented	Under development
Kimberley TI	Small	Developed and implemented	Under development	Under development	Developed and implemented	✓	x	x	x	Under development	Developed and implemented	Developed and implemented	Under development
LandCorp	Schedule 1	Under development	Under development	No response	No response	x	x	x	x	Developed and implemented	Under development	Under development	Developed
Landgate	Medium	Under development	Developed and implemented	Developed and implemented	Under development	x	x	x	x	Under development	Developed and implemented	Developed and implemented	Under development
Law Reform	Very small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Legal Aid	Medium	No response	No response	Developed	No response	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Legal Prac	Small	No response	No response	No response	No response	x	x	x	x	No response	No response	No response	No response
Local Govt	Small	Developed and implemented	Under development	Under development	Developed and implemented	✓	✓	✓	✓	Under development	Developed and implemented	Under development	Under development
Lotterywest	Small	Developed	Under development	No plans to develop	Under development	x	x	x	x	Under development	Under development	Under development	Under development
Main Roads	Large	Developed and implemented	Developed and implemented	Developed and implemented	Under development	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Meat Auth	Very small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Mental Health	Small	No plans to develop	Developed and implemented	Developed and implemented	No plans to develop	x	x	x	x	Developed and implemented	Under development	Under development	No plans to develop
MERIWA	Very small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Metro Cemeteries	Small	Under development	Under development	No plans to develop	Developed	✓	x	x	x	Developed	Under development	Developed and implemented	Under development
Metro Redev	Small	Under development	Developed and implemented	Developed and implemented	No plans to develop	x	x	✓	x	Under development	Under development	No plans to develop	No plans to develop
Mid West Dev	Very small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	Under development	No plans to develop	No plans to develop	No plans to develop
Mines & Petroleum	Medium	No response	No response	Developed and implemented	Developed and implemented	x	x	✓	✓	Developed and implemented	No response	Developed and implemented	No response
National Trust	Small	Under development	Under development	Under development	Under development	x	x	x	x	Developed and implemented	Developed and implemented	Under development	Under development
Ombudsman	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Peel Dev	Very small	Under development	Under development	Developed and implemented	Under development	x	x	x	x	Under development	Under development	Under development	Under development



Agency	Group	55c. SDWAPS Theme: Building Public Sector Capacity								55d. SDWAPS Theme: Providing Strategic Leadership			
		Stage of development				Willing to share details?				Stage of development			
		Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency leadership skills through leadership programs.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.
Perth Market	Small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	Developed and implemented	Developed and implemented	Under development	No plans to develop
Pilbara Dev	Very small	No plans to develop	Under development	No plans to develop	No plans to develop	x	x	x	x	Under development	Under development	No plans to develop	No plans to develop
Pilbara Institute	Small	Developed and implemented	Developed and implemented	No response	No response	✓	✓	x	x	Developed and implemented	Developed and implemented	Developed and implemented	No response
Planning	Medium	No response	No response	No response	No response	✓	✓	x	x	Under development	Under development	No response	No response
Police	Large	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	x	Developed	Developed and implemented	Developed and implemented	Under development
Polytechnic West	Large	Developed and implemented	Developed and implemented	Under development	Under development	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Port Hedland Port	Schedule 1	No plans to develop	Under development	No plans to develop	No plans to develop	x	x	x	x	Developed and implemented	Developed and implemented	Under development	Under development
Potato Marketing	Very small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Premier & Cabinet	Medium	Under development	Under development	No plans to develop	No plans to develop	x	x	x	x	Developed and implemented	Developed	Under development	Under development
PSC	Small	Developed and implemented	No response	No response	No response	✓	x	x	x	Under development	Developed and implemented	Developed and implemented	Under development
Public Prosecutions	Medium	Under development	Under development	Under development	No plans to develop	x	x	x	x	Under development	Under development	Under development	Under development
Public Transport	Large	Under development	Under development	No plans to develop	Under development	x	x	x	x	Under development	Under development	Developed and implemented	Under development
Racing & Wagering	Schedule 1	Developed and implemented	No response	No response	No response	✓	x	x	x	No response	Developed and implemented	Developed and implemented	No response
Racing, Gaming & Liquor	Small	Developed and implemented	Developed and implemented	Under development	No plans to develop	✓	✓	x	x	Under development	Developed and implemented	Under development	Under development
Regional Dev & Lands	Medium	Under development	Developed and implemented	Under development	Developed and implemented	x	✓	x	✓	Under development	Developed and implemented	Under development	Developed and implemented
Rottneest Island	Small	No plans to develop	Under development	Developed and implemented	Developed	x	✓	✓	✓	Developed and implemented	Under development	Under development	Under development
SCSA	Small	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	Under development	No plans to develop	No plans to develop	No plans to develop
Small Business	Small	Under development	Developed	Developed and implemented	Developed	x	x	x	x	Developed	Developed and implemented	Developed	Under development
South West Dev	Small	No response	No response	No response	No response	x	x	x	x	No response	No response	No response	No response
South West IT	Medium	No response	No response	Developed and implemented	No response	x	x	x	x	Developed and implemented	No response	Developed and implemented	Developed

Agency	Group	55c. SDWAPS Theme: Building Public Sector Capacity								55d. SDWAPS Theme: Providing Strategic Leadership			
		Stage of development				Willing to share details?				Stage of development			
		Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Establish development programs that accelerate progress along the learning curve in key job roles.	Develop mentoring, coaching and succession programs.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Explore industry and university partnerships to share and exchange talent at local, national and international levels.	Establish mechanisms so that agencies can share information for a streamlined and coordinated approach to cadet, apprenticeship and graduate programs across the sector.	Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency leadership skills through leadership programs.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.
Sport & Rec	Small	Under development	Developed and implemented	Developed and implemented	Developed and implemented	x	✓	x	x	Under development	Developed and implemented	Developed and implemented	Under development
State Development	Small	Developed and implemented	Under development	Under development	Developed and implemented	✓	x	x	x	Developed	Developed and implemented	Developed	No plans to develop
State Heritage	Small	Under development	Under development	Under development	No plans to develop	x	x	x	x	Under development	Under development	Under development	Under development
Synergy	Schedule 1	No response	No response	No response	No response	x	x	x	x	No response	No response	No response	No response
Tourism	Small	Under development	Under development	Developed and implemented	No response	✓	✓	✓	x	Under development	Under development	No response	No response
Training & Workforce Dev	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop
Transport (Dept)	Large	No plans to develop	Under development	Under development	Under development	x	x	x	x	Under development	Under development	Under development	Under development
Treasury (Dept)	Medium	Developed and implemented	Developed and implemented	Developed and implemented	Under development	✓	✓	✓	✓	Developed	Developed and implemented	Developed and implemented	Under development
Treasury Corp	Schedule 1	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
VenuesWest	Medium	Developed	Under development	No plans to develop	Under development	x	x	x	x	Under development	Under development	Under development	Under development
Verve Energy	Schedule 1	Developed and implemented	No response	No response	No response	✓	x	x	x	Developed and implemented	No response	No response	No response
WA College of Teaching	Small	No response	No response	No response	No response	x	x	x	x	No response	No response	No response	No response
WAIRC	Small	Under development	Under development	No plans to develop	No plans to develop	x	x	x	x	Under development	Under development	Under development	Under development
Water (Dept)	Medium	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop
Water Corp	Schedule 1	Developed and implemented	Developed and implemented	No plans to develop	No plans to develop	x	x	x	x	Developed	Developed and implemented	Developed and implemented	Developed and implemented
West Coast IT	Medium	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Under development
Western Power	Schedule 1	Developed	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Wheatbelt Dev	Very small	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
WorkCover	Small	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Zoo	Small	No plans to develop	Under development	Developed and implemented	No plans to develop	x	x	x	x	Developed	Developed and implemented	Developed and implemented	Under development

Agency	Group	55d. SDWAPS Theme: Providing Strategic Leadership <i>(continued)</i>				55e. SDWAPS Theme: Meeting Regional Need					
		Willing to share details?				Stage of development					
		Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency/leadership skills through leadership programs.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Develop succession management programs for emerging leaders.	Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.	Consider approaches to sharing workforce capacity across the public, not-for-profit and private sector.
Agriculture & Food	Large	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Albany Port	Schedule 1	×	×	×	×	No response	No response	No response	No response	No response	No response
Animal Resources	Small	✓	✓	✓	✓	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Architects Board	Very small	×	×	×	×	No response	No response	No response	No response	No response	No response
Attorney General	Large	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Auditor General	Small	×	×	×	×	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Botanic Gardens	Small	×	×	×	×	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Broome Port	Schedule 1	×	×	×	×	No response	No response	No response	No response	No response	No response
Bunbury Port	Schedule 1	×	×	×	×	Developed and implemented	Developed and implemented	Developed	No plans to develop	Under development	Developed
Bunbury Water	Small	×	×	×	×	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Burswood Park	Very small	×	×	×	×	No response	No response	No response	No response	No response	No response
Busselton Water	Small	×	×	×	×	Developed and implemented	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
C Y O'Connor Institute	Small	✓	✓	✓	✓	Developed	Developed	Developed	Under development	Developed	Under development
CCC	Small	×	×	×	×	No plans to develop	No plans to develop	Developed and implemented	No plans to develop	No plans to develop	No plans to develop
Central IT	Large	×	×	×	×	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Challenger IT	Medium	✓	✓	✓	✓	No response	No response	No response	No response	No response	No response
Chem Centre	Small	✓	✓	✓	✓	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Child Protection	Large	✓	×	×	×	Developed and implemented	No response	No response	Developed and implemented	Developed and implemented	No response
Children & Young People	Very small	×	×	×	×	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
CHSHA	Small	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Under development	No response	Developed and implemented	Developed and implemented

Agency	Group	55d. SDWAPS Theme: Providing Strategic Leadership <i>(continued)</i>				55e. SDWAPS Theme: Meeting Regional Need					
		Willing to share details?				Stage of development					
		Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency/leadership skills through leadership programs.	Encourage coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Develop succession management programs for emerging leaders.	Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.
CITF	Very small	x	x	x	x	No plans to develop	No plans to develop	Under development	No response	No plans to develop	No plans to develop
Commerce	Medium	x	✓	x	x	No response	No response	No response	Under development	Developed and implemented	No response
Communities	Medium	x	x	x	x	No response	No response	Developed	Under development	No response	No response
Corrective Services	Large	x	✓	✓	✓	Developed and implemented	Under development	Developed and implemented	Under development	Developed and implemented	No plans to develop
Culture and the Arts	Medium	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Custodial Services	Very small	✓	✓	✓	✓	No plans to develop	No plans to develop	Developed and implemented	No plans to develop	No plans to develop	No plans to develop
Dampier Port	Schedule 1	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Disability Services	Large	✓	✓	✓	x	Developed	Developed	Under development	Under development	Developed	Under development
Drug & Alcohol	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	Under development
Durack IT	Medium	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	Under development	Under development	Under development
Educ Services	Small	x	x	✓	x	No response	No response	No response	No response	No response	No response
Education	Large	✓	✓	✓	✓	Developed and implemented	No plans to develop	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop
Electoral Comm	Small	✓	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Env & Conservation	Large	✓	✓	✓	✓	Developed	No plans to develop	No plans to develop	No plans to develop	Developed and implemented	No plans to develop
Environment Protection	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	Under development
Equal Opp	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
ERA	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Esperance Port	Schedule 1	x	x	x	x	No plans to develop	No plans to develop	Developed and implemented	No response	No plans to develop	No plans to develop
FESA	Large	✓	✓	✓	✓	Developed	Developed	Under development	Under development	No response	Developed and implemented
Finance	Large	✓	✓	✓	✓	Under development	No plans to develop	No plans to develop	No plans to develop	Developed and implemented	No plans to develop

Agency	Group	55d. SDWAPS Theme: Providing Strategic Leadership <i>(continued)</i>				55e. SDWAPS Theme: Meeting Regional Need					
		Willing to share details?				Stage of development					
		Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency/leadership skills through leadership programs.	Encourage development of agency/leadership skills through coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Develop succession management programs for emerging leaders.	Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.
Fisheries	Medium	x	✓	x	x	Under development	Under development	Under development	Developed	Developed	No plans to develop
Forest Products	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Fremantle Port	Schedule 1	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Gascoyne Dev	Very small	x	x	x	x	No plans to develop	Developed	Developed	No plans to develop	Developed and implemented	No plans to develop
Geraldton Port	Schedule 1	x	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop
GESB	Medium	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Gold Corporation	Schedule 1	x	x	x	x	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	✓	✓	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	Developed and implemented
Gr Southern Dev	Very small	✓	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Great Southern IT	Medium	x	x	x	x	Under development	No plans to develop	Under development	Developed and implemented	Developed and implemented	Under development
Greyhound Racing	Schedule 1	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
HaDSCO	Very small	x	x	✓	x	No response	No response	No response	No response	No response	No response
Health	Large	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Healthway	Very small	x	x	x	x	No plans to develop	No plans to develop	Developed and implemented	No plans to develop	Developed and implemented	Developed and implemented
Horizon Power	Schedule 1	x	x	x	x	No response	No response	No response	No response	No response	No response
Housing	Large	✓	✓	✓	✓	Under development	Developed and implemented	Under development	Under development	Developed and implemented	No plans to develop
Independ Mkt Op	Schedule 1	x	x	x	x	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	✓	x	x	x	Under development	Under development	Under development	No response	Developed	Under development
Info Commissioner	Very small	x	x	x	x	No plans to develop	No plans to develop	Developed and implemented	No plans to develop	No plans to develop	No plans to develop
Insurance Comm	Medium	✓	✓	✓	✓	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop

Agency	Group	55d. SDWAPS Theme: Providing Strategic Leadership <i>(continued)</i>				55e. SDWAPS Theme: Meeting Regional Need					
		Willing to share details?				Stage of development					
		Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency/leadership skills through leadership programs.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Develop succession management programs for emerging leaders.	Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.	Consider approaches to sharing workforce capacity across the public, not-for-profit and private sector.
Kimberley Dev	Very small	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Kimberley TI	Small	x	x	x	x	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Under development	Under development
LandCorp	Schedule 1	x	x	x	x	Under development	No plans to develop	Developed and implemented	No plans to develop	No plans to develop	No plans to develop
Landgate	Medium	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Law Reform	Very small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Legal Aid	Medium	x	x	x	x	Developed and implemented	No plans to develop	Under development	Under development	No plans to develop	Developed and implemented
Legal Prac	Small	x	x	x	x	No response	No response	No response	No response	No response	No response
Local Govt	Small	✓	✓	✓	✓	No response	No response	No response	No response	No response	No response
Lotterywest	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Main Roads	Large	x	x	x	x	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Under development	Under development
Meat Auth	Very small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Mental Health	Small	x	x	x	x	No plans to develop	No plans to develop	Under development	No plans to develop	No plans to develop	Developed
MERIWA	Very small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Metro Cemeteries	Small	✓	✓	✓	✓	No plans to develop	No plans to develop	Under development	Under development	No plans to develop	Developed and implemented
Metro Redev	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Mid West Dev	Very small	x	x	x	x	No plans to develop	No plans to develop	Under development	No plans to develop	No plans to develop	No plans to develop
Mines & Petroleum	Medium	✓	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No response
National Trust	Small	x	x	x	x	Under development	Under development	Under development	Under development	Under development	Under development
Ombudsman	Small	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented
Peel Dev	Very small	x	x	x	x	Under development	Under development	Under development	Under development	Under development	Under development

Agency	Group	55d. SDWAPS Theme: Providing Strategic Leadership <i>(continued)</i>				55e. SDWAPS Theme: Meeting Regional Need					
		Willing to share details?				Stage of development					
		Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency/leadership skills through leadership programs.	Encourage coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Develop succession management programs for emerging leaders.	Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.
Perth Market	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Pilbara Dev	Very small	x	x	x	x	No plans to develop	Developed	Under development	No plans to develop	Under development	No plans to develop
Pilbara Institute	Small	✓	✓	✓	x	Developed and implemented	Developed and implemented	No response	Developed and implemented	Under development	No response
Planning	Medium	✓	✓	✓	x	No response	No response	No response	No response	No response	No response
Police	Large	✓	✓	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop
Polytechnic West	Large	✓	✓	x	✓	No response	No response	No response	No response	No response	Under development
Port Hedland Port	Schedule 1	✓	✓	x	x	Developed and implemented	Developed and implemented	No plans to develop	Under development	Developed and implemented	Developed and implemented
Potato Marketing	Very small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Premier & Cabinet	Medium	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
PSC	Small	✓	✓	✓	✓	No response	No response	No response	No response	No response	No response
Public Prosecutions	Medium	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Public Transport	Large	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Racing & Wagering	Schedule 1	x	✓	✓	x	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	x	✓	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Regional Dev & Lands	Medium	x	✓	x	✓	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Under development	Under development
Rottnest Island	Small	✓	✓	✓	✓	No response	No response	No response	No response	No response	No response
SCSA	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Small Business	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
South West Dev	Small	x	x	x	x	No response	No response	No response	No response	No response	No response
South West IT	Medium	x	x	x	x	Developed and implemented	No plans to develop	Developed and implemented	No response	Under development	No plans to develop



Agency	Group	55d. SDWAPS Theme: Providing Strategic Leadership <i>(continued)</i>				55e. SDWAPS Theme: Meeting Regional Need					
		Willing to share details?				Stage of development					
		Prioritise agency workforce planning, including talent and succession management.	Encourage development of agency/leadership skills through leadership programs.	Encourage coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Use Leadership Development Programs to assess leadership capabilities and provide coaching to mid-level managers in attracting, developing, retaining and engaging employees.	Develop succession management programs for emerging leaders.	Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.
Sport & Rec	Small	x	x	x	x	Under development	No plans to develop	Under development	Under development	Under development	Developed and implemented
State Development	Small	x	✓	✓	x	No response	No response	No response	No response	No response	No response
State Heritage	Small	x	x	x	x	No plans to develop	No plans to develop	Under development	No plans to develop	No plans to develop	No plans to develop
Synergy	Schedule 1	x	x	x	x	No response	No response	No response	No response	No response	No response
Tourism	Small	✓	✓	x	x	No response	No response	No response	No response	No response	No response
Training & Workforce Dev	Medium	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Developed
Transport (Dept)	Large	x	x	x	x	Under development	No plans to develop	No plans to develop	Under development	No plans to develop	Under development
Treasury (Dept)	Medium	✓	✓	✓	✓	Under development	Developed	Under development	Under development	No plans to develop	Under development
Treasury Corp	Schedule 1	✓	✓	✓	✓	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
VenuesWest	Medium	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop
Verve Energy	Schedule 1	✓	x	x	x	No response	No response	No response	No response	No response	No response
WA College of Teaching	Small	x	x	x	x	No response	No response	No response	No response	No response	No response
WAIRC	Small	x	x	x	x	No response	No response	No response	No response	No response	No response
Water (Dept)	Medium	✓	✓	✓	✓	Developed and implemented	No plans to develop	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop
Water Corp	Schedule 1	x	x	x	x	Developed	No plans to develop	No plans to develop	Under development	No plans to develop	Under development
West Coast IT	Medium	x	x	x	x	No response	No response	No response	No response	No response	No response
Western Power	Schedule 1	x	x	x	x	Developed and implemented	Under development	No plans to develop	Developed and implemented	Developed	No plans to develop
Wheatbelt Dev	Very small	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Under development	Developed and implemented	Under development
WorkCover	Small	✓	✓	✓	✓	No response	No response	No response	No response	No response	No response
Zoo	Small	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop	No plans to develop

Agency	Group	55e. SDWAPS Theme: Meeting Regional Need <i>(continued)</i>						55f. SDWAPS Theme: Ensuring an Efficient and Flexible Public Sector								
		Willing to share details?						Stage of development				Willing to share details?				
		Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.	Consider approaches to sharing workforce capacity across the public, not-for-profit and private sector.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.	
Agriculture & Food	Large	✓	✓	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
Albany Port	Schedule 1	×	×	×	×	×	×	No response	No response	No response	No response	×	×	×	×	
Animal Resources	Small	✓	✓	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
Architects Board	Very small	×	×	×	×	×	×	Developed and implemented	No response	Developed and implemented	No response	×	×	×	×	
Attorney General	Large	✓	✓	✓	✓	✓	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
Auditor General	Small	×	×	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	×	×	×	×	
Botanic Gardens	Small	×	×	×	×	×	×	Under development	No plans to develop	No plans to develop	Under development	×	×	×	×	
Broome Port	Schedule 1	×	×	×	×	×	×	No response	No response	No response	No response	×	×	×	×	
Bunbury Port	Schedule 1	×	×	×	×	×	×	Developed and implemented	Developed and implemented	Under development	Under development	×	×	×	×	
Bunbury Water	Small	×	×	×	×	×	×	Developed and implemented	Under development	Developed	No plans to develop	×	×	×	×	
Burswood Park	Very small	×	×	×	×	×	×	No response	No response	No response	No response	×	×	×	×	
Busselton Water	Small	×	×	×	×	×	×	Developed and implemented	No response	No response	No response	×	×	×	×	
C Y O'Connor Institute	Small	✓	✓	✓	✓	✓	✓	Developed and implemented	Developed	Developed and implemented	Developed	✓	✓	✓	✓	
CCC	Small	×	×	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	×	×	×	×	
Central IT	Large	×	×	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
Challenger IT	Medium	×	×	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
Chem Centre	Small	×	×	×	×	×	×	Under development	Under development	Developed and implemented	Developed	✓	✓	✓	×	
Child Protection	Large	✓	×	×	✓	✓	×	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	×	×	×	
Children & Young People	Very small	×	×	×	×	×	×	Developed and implemented	Developed and implemented	Developed and implemented	Under development	×	×	×	×	
CHSHA	Small	✓	✓	×	×	✓	✓	Under development	Developed and implemented	Under development	Developed and implemented	✓	✓	✓	✓	

Agency	Group	55e. SDWAPS Theme: Meeting Regional Need (continued)						55f. SDWAPS Theme: Ensuring an Efficient and Flexible Public Sector							
		Willing to share details?						Stage of development				Willing to share details?			
		Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.	Consider approaches to sharing workforce capacity across the public, not-for-profit and private sector.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.
CITF	Very small	x	x	x	x	x	x	Developed	Under development	Developed and implemented	Developed	x	x	x	x
Commerce	Medium	x	x	x	✓	x	x	No response	Developed and implemented	Under development	No response	x	x	x	x
Communities	Medium	✓	✓	x	x	✓	✓	Under development	Under development	Developed	Developed	x	x	x	x
Corrective Services	Large	✓	x	✓	✓	✓	x	Under development	Under development	Under development	Under development	x	x	x	x
Culture and the Arts	Medium	x	x	x	x	x	x	Under development	Developed	Developed	Under development	x	x	x	x
Custodial Services	Very small	x	x	✓	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	x
Dampier Port	Schedule 1	x	x	x	x	x	x	Developed and implemented	Under development	No plans to develop	No plans to develop	x	x	x	x
Disability Services	Large	x	x	x	x	x	x	Developed	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x
Drug & Alcohol	Small	x	x	x	x	x	x	Developed	Under development	Under development	Under development	✓	x	x	x
Durack IT	Medium	x	x	x	x	x	x	No plans to develop	Under development	Under development	Developed	x	x	x	x
Educ Services	Small	x	x	x	x	x	x	Developed and implemented	Under development	Under development	Under development	x	x	x	x
Education	Large	✓	x	x	✓	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓
Electoral Comm	Small	x	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x
Env & Conservation	Large	✓	x	x	x	✓	x	Developed	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓
Environment Protection	Small	x	x	x	x	x	x	Under development	Under development	Developed and implemented	Developed and implemented	x	x	x	x
Equal Opp	Small	x	x	x	x	x	x	Under development	Developed	Developed	Developed and implemented	x	x	x	x
ERA	Small	x	x	x	x	x	x	Developed	Under development	No plans to develop	No plans to develop	x	x	x	x
Esperance Port	Schedule 1	x	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x
FESA	Large	✓	✓	✓	✓	x	✓	Developed	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓
Finance	Large	✓	✓	✓	✓	✓	✓	Developed	Under development	No plans to develop	Developed and implemented	✓	✓	✓	✓

Agency	Group	55e. SDWAPS Theme: Meeting Regional Need (continued)						55f. SDWAPS Theme: Ensuring an Efficient and Flexible Public Sector							
		Willing to share details?						Stage of development				Willing to share details?			
		Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.	Consider approaches to sharing workforce capacity across the public, not-for-profit and private sector.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.
Fisheries	Medium	x	✓	x	✓	✓	x	Under development	Under development	Developed	No plans to develop	x	x	x	x
Forest Products	Small	x	x	x	x	x	x	Under development	No plans to develop	Under development	No plans to develop	x	x	x	x
Fremantle Port	Schedule 1	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	No response	x	x	x	✓
Gascoyne Dev	Very small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed	x	x	x	x
Geraldton Port	Schedule 1	x	✓	✓	✓	✓	x	No plans to develop	Developed and implemented	Under development	No plans to develop	x	✓	✓	✓
GESB	Medium	x	x	x	x	x	x	Developed and implemented	Developed and implemented	No plans to develop	No plans to develop	x	x	x	x
Gold Corporation	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	x	x	x
GoldEsp Dev	Very small	✓	✓	✓	✓	x	✓	Developed and implemented	Developed and implemented	Developed and implemented	Developed	✓	✓	✓	✓
Gr Southern Dev	Very small	✓	✓	✓	✓	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	✓	✓	x
Great Southern IT	Medium	x	x	x	x	x	x	Developed and implemented	Developed	Developed	Under development	x	x	x	x
Greyhound Racing	Schedule 1	x	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x
HaDSCO	Very small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓
Health	Large	✓	✓	✓	✓	✓	✓	Developed and implemented	Under development	Developed and implemented	Developed	✓	x	x	✓
Healthway	Very small	x	x	x	x	x	x	Developed and implemented	Developed	Developed and implemented	Developed and implemented	x	x	x	x
Horizon Power	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	x	x	x
Housing	Large	✓	✓	✓	✓	✓	x	Developed	Developed	Developed and implemented	No plans to develop	x	✓	✓	x
Independ Mkt Op	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	x	x	x
Indigenous Affairs	Small	x	x	x	x	x	x	No response	Under development	No plans to develop	Under development	x	x	x	x
Info Commissioner	Very small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	No plans to develop	Developed and implemented	x	x	x	x
Insurance Comm	Medium	x	x	x	x	x	x	Under development	Under development	No plans to develop	Developed and implemented	x	x	x	✓

Agency	Group	55e. SDWAPS Theme: Meeting Regional Need <i>(continued)</i>						55f. SDWAPS Theme: Ensuring an Efficient and Flexible Public Sector							
		Willing to share details?						Stage of development				Willing to share details?			
		Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.	Consider approaches to sharing workforce capacity across the public, not-for-profit and private sector.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.
Kimberley Dev	Very small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x
Kimberley TI	Small	✓	✓	x	x	x	x	Developed and implemented	Developed and implemented	Under development	Developed and implemented	✓	✓	x	x
LandCorp	Schedule 1	x	x	x	x	x	x	Under development	Developed and implemented	No plans to develop	No plans to develop	x	x	x	x
Landgate	Medium	x	x	x	x	x	x	Under development	Under development	Under development	Developed	x	x	x	x
Law Reform	Very small	x	x	x	x	x	x	Developed	Developed	Developed	No plans to develop	x	x	x	x
Legal Aid	Medium	✓	x	✓	x	x	✓	Under development	No response	No response	No response	x	x	x	x
Legal Prac	Small	x	x	x	x	x	x	No response	No response	No response	No response	x	x	x	x
Local Govt	Small	x	x	x	x	x	x	Under development	Developed and implemented	Under development	Under development	✓	✓	✓	✓
Lotterywest	Small	x	x	x	x	x	x	Developed	Developed	Developed	No plans to develop	x	x	x	x
Main Roads	Large	x	x	x	x	x	x	Developed and implemented	Under development	Under development	Under development	x	x	x	x
Meat Auth	Very small	x	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x
Mental Health	Small	x	x	x	x	x	x	Developed and implemented	Under development	Under development	Developed and implemented	x	x	x	x
MERIWA	Very small	x	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x
Metro Cemeteries	Small	x	x	x	x	x	x	Developed	Developed	Developed and implemented	Developed and implemented	✓	✓	✓	✓
Metro Redev	Small	x	x	x	x	x	x	Under development	Under development	No plans to develop	Under development	x	x	x	x
Mid West Dev	Very small	x	x	x	x	x	x	Under development	Under development	Under development	Under development	x	x	x	x
Mines & Petroleum	Medium	✓	✓	✓	✓	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	No response	✓	✓	✓	x
National Trust	Small	x	x	x	x	x	x	Under development	Under development	Under development	Under development	x	x	x	x
Ombudsman	Small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x
Peel Dev	Very small	x	x	x	x	x	x	Under development	Under development	Under development	Under development	x	x	x	x

Agency	Group	55e. SDWAPS Theme: Meeting Regional Need <i>(continued)</i>						55f. SDWAPS Theme: Ensuring an Efficient and Flexible Public Sector								
		Willing to share details?						Stage of development				Willing to share details?				
		Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.	Consider approaches to sharing workforce capacity across the public, not-for-profit and private sector.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.	
Perth Market	Small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	
Pilbara Dev	Very small	x	x	x	x	x	x	Developed	Developed	Under development	Under development	x	x	x	x	
Pilbara Institute	Small	✓	✓	x	✓	✓	x	Developed and implemented	Developed	Developed and implemented	Developed and implemented	✓	x	✓	✓	
Planning	Medium	✓	x	x	x	x	x	Under development	Developed and implemented	No response	No response	✓	✓	x	x	
Police	Large	✓	✓	✓	✓	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
Polytechnic West	Large	x	x	x	x	x	x	Developed and implemented	Developed	Developed and implemented	Under development	✓	x	✓	✓	
Port Hedland Port	Schedule 1	✓	✓	x	x	✓	✓	Developed and implemented	Under development	Developed and implemented	Under development	✓	x	✓	✓	
Potato Marketing	Very small	x	x	x	x	x	x	No plans to develop	No plans to develop	No plans to develop	No plans to develop	x	x	x	x	
Premier & Cabinet	Medium	x	x	x	x	x	x	Developed	Developed and implemented	No plans to develop	No plans to develop	x	x	x	x	
PSC	Small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
Public Prosecutions	Medium	x	x	x	x	x	x	Developed and implemented	Under development	Under development	Developed and implemented	x	x	x	x	
Public Transport	Large	x	x	x	x	x	x	Developed and implemented	Under development	Developed and implemented	Developed and implemented	x	x	x	x	
Racing & Wagering	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	x	x	x	
Racing, Gaming & Liquor	Small	x	x	x	x	x	x	Under development	Under development	Under development	Developed and implemented	x	x	x	✓	
Regional Dev & Lands	Medium	✓	✓	✓	x	x	x	Developed and implemented	Under development	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
Rottnest Island	Small	x	x	x	x	x	x	Under development	Developed and implemented	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
SCSA	Small	x	x	x	x	x	x	Developed	Developed	Under development	Developed	x	x	x	x	
Small Business	Small	x	x	x	x	x	x	Developed	Developed	Developed	Developed	x	x	x	x	
South West Dev	Small	x	x	x	x	x	x	No response	No response	No response	No response	x	x	x	x	
South West IT	Medium	x	x	x	x	x	x	Under development	Under development	Under development	Developed	x	x	x	x	

Agency	Group	55e. SDWAPS Theme: Meeting Regional Need <i>(continued)</i>						55f. SDWAPS Theme: Ensuring an Efficient and Flexible Public Sector								
		Willing to share details?						Stage of development				Willing to share details?				
		Promote targeted and cost-effective benefits to attract employees to regional and remote locations.	Explore opportunities for the availability of adequate family infrastructure and support to existing and potential regional employees.	Identify opportunities to share physical, financial and human resources across public sector agencies.	Review mechanisms to deliver services differently to meet demand in times of labour shortages in the regions.	Establish targeted professional development programs within each region.	Consider approaches to sharing workforce capacity across the public, not-for-profit and private sector.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.	Review job descriptions and competencies to ensure they reflect current requirements.	Identify opportunities to simplify internal procedures to assist employees to undertake their work.	Establish a review cycle of key services and delivery methods to ensure their ongoing relevance, and/or possible alternative methods of delivery.	Collaborate across agencies to identify and implement ways to continually improve the delivery of services.	
Sport & Rec	Small	x	x	x	x	x	x	Under development	Under development	Under development	Under development	x	x	x	x	
State Development	Small	x	x	x	x	x	x	Under development	Under development	Developed and implemented	Developed and implemented	x	x	✓	✓	
State Heritage	Small	x	x	x	x	x	x	Under development	Under development	Developed and implemented	Developed	x	x	x	x	
Synergy	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	x	x	x	
Tourism	Small	x	x	x	x	x	x	Developed and implemented	Under development	Under development	Developed and implemented	✓	✓	✓	✓	
Training & Workforce Dev	Medium	✓	✓	✓	✓	✓	✓	Developed and implemented	Developed	Developed and implemented	Developed and implemented	✓	✓	✓	✓	
Transport (Dept)	Large	x	x	x	x	x	x	Developed and implemented	Developed	Under development	Under development	x	x	x	x	
Treasury (Dept)	Medium	✓	✓	✓	✓	✓	✓	Under development	Under development	Developed	Developed	✓	✓	✓	✓	
Treasury Corp	Schedule 1	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	✓	✓	✓	x	
VenuesWest	Medium	x	x	x	x	x	x	Developed and implemented	Under development	Under development	Under development	✓	✓	x	x	
Verve Energy	Schedule 1	x	x	x	x	x	x	No response	No response	No response	No response	x	x	x	x	
WA College of Teaching	Small	x	x	x	x	x	x	Developed and implemented	No response	No response	No response	x	x	x	x	
WAIRC	Small	x	x	x	x	x	x	Under development	Under development	Under development	Under development	x	x	x	x	
Water (Dept)	Medium	✓	x	✓	✓	✓	x	Developed and implemented	Developed and implemented	Developed and implemented	No plans to develop	✓	x	✓	x	
Water Corp	Schedule 1	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Under development	No plans to develop	x	x	x	x	
West Coast IT	Medium	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	✓	x	x	x	
Western Power	Schedule 1	x	x	x	x	x	x	Developed and implemented	Developed	Developed	Developed	x	x	x	x	
Wheatbelt Dev	Very small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Under development	x	x	x	x	
WorkCover	Small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed	x	✓	✓	x	
Zoo	Small	x	x	x	x	x	x	Developed and implemented	Developed and implemented	Developed and implemented	Developed and implemented	x	x	x	x	

Agency	Group	56. Using the table below: Please indicate the type(s) of occupational groups that significantly impact on your agency's capability to deliver its services in 2011-12; Whether you had difficulty recruiting or retaining people with these skills in 2011-12; and if you anticipate there will be continuing difficulty into the future to meet these capability needs (continued difficulty recruiting or retaining): <i>Impact on your agency's ability to deliver services in 2011-12</i>														
		Managers (e.g. Director, Manager, Principal, Deputy Principal)	Education Professionals (e.g. Casual Lecturer, Teacher Education Support, Teacher Pre Primary, Teacher Primary)	Health Professionals (e.g. Registrar, Resident Medical Officer, Clinical Nurse, Reg General Nurse)	Other Professionals (e.g. Child Protection Worker, Project Officer, Social Worker, Medical Scientist)	Tech & Trade Workers (e.g. Technical Assistant, Technical Officer, Laboratory Assistant, Gardener / Handy person)	Careers and Aides (e.g. Ed Assistant - Mainstream, Patient Care Assistant, Ed Assistant - Special Needs, Food Service Attendant)	Protective Service Workers (e.g. Patrol / Inquiry Officer, Prison Officer Shift, Patrol Inquiry Officer, Firefighter)	Other Community & Personal Service Workers (e.g. Enrolled Nurse, Social Trainer, Instructor, Family Resource Employee)	General Clerical Workers (e.g. Clerk, Officer, Customer Service Officer, Admin Assistant)	Clerical and Office Support Workers (e.g. School Officer, Admin Assistant, Clerical, Telephonist)	Other Clerical & Admin (e.g. Library Officer, Registrar, Ward Clerk, Customer Service Officer)	Sales Workers (e.g. Housing Services Officer, Passenger Ticketing, Property Services Officer, Customer Service Representative)	Machine Operators (e.g. HSSD Assistant, Store Person, Railcar Drivers, Road Coach Operator)	Labourers (e.g. Cleaner, Cleaner In Charge, Traffic Warden, Conservation Employee)	Other
Agriculture & Food	Large	High	None	None	High	Medium	None	Medium	None	Low	Low	Low	None	None	None	None
Albany Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Animal Resources	Small	High	None	None	None	High	None	None	None	High	Medium	Medium	None	None	Medium	No response
Architects Board	Very small	High	None	None	None	None	None	None	None	Medium	Medium	No response	None	None	None	No response
Attorney General	Large	Low	No response	Low	Low	Low	No response	No response	Low	Low	Low	Low	No response	No response	Low	No response
Auditor General	Small	High	None	None	High	None	None	None	None	Medium	Medium	Medium	None	None	None	No response
Botanic Gardens	Small	High	Low	None	None	Medium	None	None	None	Medium	Low	None	Low	None	Low	No response
Broome Port	Schedule 1	High	No response	No response	No response	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	High
Bunbury Port	Schedule 1	Low	None	None	None	Low	None	None	None	Low	Low	Low	None	None	Low	No response
Bunbury Water	Small	High	No response	No response	No response	No response	No response	No response	No response	High	No response	No response	No response	No response	High	No response
Burswood Park	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Busseton Water	Small	High	None	None	None	None	Low	None	None	Low	Low	Low	None	Low	None	No response
C Y O'Connor Institute	Small	High	High	None	None	Medium	None	None	None	High	High	High	None	None	None	No response
CCC	Small	High	None	None	High	Medium	None	None	None	Low	Low	None	None	None	None	No response
Central IT	Large	High	High	None	None	Medium	None	None	None	Medium	Low	Low	None	Low	None	No response
Challenger IT	Medium	High	High	No response	No response	Low	No response	No response	No response	Medium	Low	No response	No response	No response	No response	No response
Chem Centre	Small	High	None	None	High	High	None	None	None	Low	Low	None	Medium	None	None	No response
Child Protection	Large	Medium	Low	None	High	None	None	None	Medium	Low	Low	None	None	None	None	No response
Children & Young People	Very small	High	None	None	High	None	None	None	None	High	High	None	None	None	None	No response
CHSHA	Small	High	Medium	Medium	Medium	Medium	High	None	Low	High	Low	None	None	None	Medium	No response



Agency	Group	56. Using the table below: Please indicate the type(s) of occupational groups that significantly impact on your agency's capability to deliver its services in 2011-12; Whether you had difficulty recruiting or retaining people with these skills in 2011-12; and If you anticipate there will be continuing difficulty into the future to meet these capability needs (continued difficulty recruiting or retaining): <i>Impact on your agency's ability to deliver services in 2011-12</i>														
		Managers (e.g. Director, Manager, Principal, Deputy Principal)	Education Professionals (e.g. Casual Lecturer, Teacher Education Support, Teacher Pre Primary, Teacher Primary)	Health Professionals (e.g. Registrar, Resident Medical Officer, Clinical Nurse, Reg General Nurse)	Other Professionals (e.g. Child Protection Worker, Project Officer, Social Worker, Medical Scientist)	Tech & Trade Workers (e.g. Technical Assistant, Technical Officer, Laboratory Assistant, Gardener / Handyman)	Carers and Aides (e.g. Ed Assistant - Mainstream, Patient Care Assistant, Ed Assistant - Special Needs, Food Service Attendant)	Protective Service Workers (e.g. Patrol / Inquiry Officer, Prison Officer Shift, Patrol Inquiry Officer, Firefighter)	Other Community & Personal Service Workers (e.g. Enrolled Nurse, Social Trainer, Instructor, Family Resource Employee)	General Clerical Workers (e.g. Clerk, Officer, Customer Service Officer, Admin Assistant)	Clerical and Office Support Workers (e.g. School Officer, Admin Assistant, Clerical, Telephonist)	Other Clerical & Admin (e.g. Library Officer, Registrar, Ward Clerk, Customer Service Officer)	Sales Workers (e.g. Housing Services Officer, Passenger Ticketing, Property Services Officer, Customer Service Representative)	Machine Operators (e.g. HSSD Assistant, Store Person, Railcar Drivers, Road Coach Operator)	Labourers (e.g. Cleaner, Cleaner In Charge, Traffic Warden, Conservation Employee)	Other
CITF	Very small	High	None	None	None	None	None	None	None	High	Medium	None	None	None	None	No response
Commerce	Medium	Medium	None	None	High	High	None	None	None	Low	Low	Low	None	None	None	High
Communities	Medium	High	None	None	High	None	None	None	None	Medium	Low	None	None	None	None	No response
Corrective Services	Large	High	High	High	High	High	None	High	Medium	Medium	Medium	Medium	None	None	None	No response
Culture and the Arts	Medium	High	Low	None	High	None	None	None	None	Low	Low	High	None	None	None	No response
Custodial Services	Very small	Medium	None	None	Medium	None	None	None	None	Medium	None	None	None	None	None	No response
Dampier Port	Schedule 1	Low	None	None	None	None	None	None	None	Low	None	None	None	None	None	No response
Disability Services	Large	Low	None	Medium	Medium	Low	None	None	Low	Low	Low	Low	None	None	Low	No response
Drug & Alcohol	Small	High	None	High	High	Low	Medium	None	Low	Low	Low	Low	None	None	Low	No response
Durack IT	Medium	High	High	None	None	High	None	None	None	High	High	High	None	Low	Low	No response
Educ Services	Small	High	High	No response	No response	No response	No response	No response	No response	Medium	Low	No response	No response	No response	No response	No response
Education	Large	High	High	High	High	High	High	None	High	High	High	High	None	Low	High	No response
Electoral Comm	Small	High	None	None	None	None	None	None	None	High	High	None	None	None	None	High
Env & Conservation	Large	No response	No response	No response	High	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Environment Protection	Small	High	None	None	High	Medium	None	None	None	Low	Low	None	None	None	None	No response
Equal Opp	Small	High	None	None	None	None	None	None	None	Medium	Medium	Medium	None	None	None	No response
ERA	Small	High	No response	No response	Medium	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	High	None	None	Low	Medium	None	High	Medium	Medium	Medium	Medium	Medium	None	Medium	No response
Finance	Large	High	None	None	High	Medium	None	None	None	Medium	Medium	Medium	Medium	None	Medium	No response

Agency	Group	56. Using the table below: Please indicate the type(s) of occupational groups that significantly impact on your agency's capability to deliver its services in 2011-12; Whether you had difficulty recruiting or retaining people with these skills in 2011-12; and If you anticipate there will be continuing difficulty into the future to meet these capability needs (continued difficulty recruiting or retaining): <i>Impact on your agency's ability to deliver services in 2011-12</i>														
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Fisheries	Medium	High	None	None	High	High	None	High	None	Low	Medium	Medium	None	None	None	No response
Forest Products	Small	High	None	None	High	None	None	None	None	Low	None	None	None	None	None	No response
Fremantle Port	Schedule 1	Medium	None	None	None	High	None	None	None	Low	Low	None	Low	Medium	Medium	None
Gascoyne Dev	Very small	None	None	None	None	None	None	None	None	Low	None	Low	None	None	None	No response
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	High	No response	No response	High	No response	No response	No response	No response	High	High	High	High	No response	No response	No response
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	None	None	None	None	None	No response	No response	No response	None	None	None	No response	No response	No response	No response
Gr Southern Dev	Very small	High	No response	No response	High	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	No response
Great Southern IT	Medium	High	High	Low	Medium	Low	Low	Low	Low	Medium	Medium	Medium	Medium	Low	Low	No response
Greyhound Racing	Schedule 1	Medium	No response	No response	Medium	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
HaDSCO	Very small	High	Medium	High	Medium	None	High	High	High	Medium	Low	None	None	None	None	No response
Health	Large	High	None	High	High	High	Medium	None	High	Low	Low	Medium	Low	Low	Low	None
Healthway	Very small	Medium	None	None	None	None	None	None	None	Medium	Low	Low	None	None	None	None
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	Medium	Low	None	Low	Low	None	None	None	Low	Low	Low	High	None	None	No response
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	High	No response	No response	No response	No response	No response	No response	No response	High	Medium	Medium	No response	No response	No response	No response
Info Commissioner	Very small	High	None	None	High	None	None	None	None	High	Medium	None	None	None	None	None
Insurance Comm	Medium	High	None	None	None	None	None	None	None	None	None	None	None	None	None	High

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Kimberley Dev	Very small	High	None	None	High	None	None	No response	No response	Medium	None	None	None	None	No response	High
Kimberley TI	Small	High	High	None	High	Medium	Medium	High	None	High	None	High	None	High	High	No response
LandCorp	Schedule 1	High	None	None	None	None	None	None	None	Medium	Medium	Medium	None	None	None	No response
Landgate	Medium	Low	None	None	Medium	None	None	None	None	Low	Low	Low	Medium	None	None	No response
Law Reform	Very small	None	None	None	None	None	None	None	None	None	None	None	None	None	None	Medium
Legal Aid	Medium	No response	No response	No response	High	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	No response
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Local Govt	Small	No response	No response	No response	No response	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	No response
Lotterywest	Small	High	None	None	Medium	Low	None	None	None	Medium	Medium	Medium	High	None	None	High
Main Roads	Large	High	None	None	High	High	None	None	None	Low	Low	Low	None	None	None	No response
Meat Auth	Very small	High	None	None	None	Low	None	None	None	None	None	None	None	None	None	None
Mental Health	Small	High	None	None	High	None	Medium	No response	None	Medium	Medium	Medium	None	None	None	No response
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	High	None	None	None	Medium	None	None	None	Medium	Low	None	None	Low	None	High
Metro Redev	Small	High	None	None	High	None	None	None	None	Medium	Medium	None	Medium	None	None	No response
Mid West Dev	Very small	High	None	None	High	None	None	None	None	Medium	None	None	None	None	None	None
Mines & Petroleum	Medium	High	No response	No response	High	High	No response	No response	No response	High	High	High	High	No response	High	No response
National Trust	Small	High	High	No response	High	No response	No response	No response	No response	High	High	No response	No response	No response	No response	High
Ombudsman	Small	High	No response	No response	High	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	No response
Peel Dev	Very small	High	No response	No response	No response	No response	No response	No response	No response	High	No response	No response	No response	No response	No response	No response

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Perth Market	Small	High	None	None	Medium	Medium	None	None	Medium	Medium	Medium	None	None	None	Low	No response
Pilbara Dev	Very small	High	None	None	High	Medium	None	None	None	Medium	Low	None	None	None	None	None
Pilbara Institute	Small	High	High	Medium	Medium	Low	Low	None	Low	Medium	Medium	Medium	Low	Low	No response	
Planning	Medium	Medium	None	None	High	None	Medium	None	None	None	None	None	None	None	None	No response
Police	Large	High	No response	High	No response	No response	No response	No response	No response	Low	Low	Medium	No response	No response	No response	High
Polytechnic West	Large	Medium	High	None	None	Medium	Low	None	None	Low	Low	Low	None	None	None	No response
Port Hedland Port	Schedule 1	High	None	None	Medium	Medium	None	None	None	Medium	Medium	None	None	Medium	None	No response
Potato Marketing	Very small	Medium	None	None	None	None	None	None	None	None	None	None	None	None	None	No response
Premier & Cabinet	Medium	Medium	None	None	None	None	None	None	None	Medium	Medium	Low	None	None	None	Medium
PSC	Small	High	None	None	None	None	None	None	None	None	Low	None	None	None	None	None
Public Prosecutions	Medium	High	None	None	High	High	None	None	None	High	Medium	None	None	None	None	No response
Public Transport	Large	High	Low	None	Medium	High	None	High	None	Medium	Low	Low	Low	High	Low	No response
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	High	None	None	Medium	None	None	None	None	Medium	Low	Medium	None	None	None	No response
Regional Dev & Lands	Medium	High	No response	No response	Medium	No response	No response	No response	No response	Medium	Medium	No response	No response	No response	No response	No response
Rottnest Island	Small	High	Low	None	Medium	Low	None	Low	None	Medium	Low	Medium	Medium	Low	None	No response
SCSA	Small	High	High	None	None	None	None	None	None	Medium	None	None	None	None	None	No response
Small Business	Small	High	None	None	None	None	None	None	None	Medium	Medium	High	None	None	None	None
South West Dev	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
South West IT	Medium	Medium	High	None	None	Low	None	None	None	Medium	None	Medium	None	None	None	No response

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Sport & Rec	Small	High	None	None	High	Low	None	None	None	Medium	Medium	Low	Low	None	Low	High
State Development	Small	High	None	None	High	None	None	None	None	Medium	Low	Low	None	None	None	None
State Heritage	Small	Low	None	None	None	None	None	None	None	Low	None	None	None	None	None	No response
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	High	None	None	None	None	None	None	None	Low	Low	None	None	None	None	High
Training & Workforce Dev	Medium	High	Medium	None	High	Low	None	None	None	High	High	None	None	None	None	None
Transport (Dept)	Large	High	No response	No response	No response	No response	No response	No response	None	Medium	Low	Low	Medium	None	Low	Low
Treasury (Dept)	Medium	High	No response	No response	High	No response	No response	No response	No response	No response	High	No response	No response	No response	No response	No response
Treasury Corp	Schedule 1	High	None	None	High	None	None	None	None	Medium	None	None	None	None	None	No response
VenuesWest	Medium	Low	None	None	None	Medium	None	None	None	None	None	None	None	None	Low	No response
Verve Energy	Schedule 1	High	None	None	None	High	None	None	None	Low	None	None	None	None	Low	No response
WA College of Teaching	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
WAIRC	Small	High	No response	No response	No response	No response	No response	No response	No response	Medium	Medium	Medium	No response	No response	No response	No response
Water (Dept)	Medium	High	No response	No response	High	Low	No response	No response	No response	Low	Low	Low	No response	No response	No response	No response
Water Corp	Schedule 1	Low	None	None	High	High	None	None	None	None	None	None	None	None	None	No response
West Coast IT	Medium	High	High	None	None	Low	None	None	None	High	High	High	None	Low	None	No response
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	High	None	None	None	None	None	None	None	Medium	Medium	None	None	None	None	None
WorkCover	Small	High	No response	No response	High	No response	No response	No response	No response	High	No response	No response	No response	No response	No response	High
Zoo	Small	High	Medium	High	High	High	None	None	None	Medium	Medium	Medium	Medium	None	Medium	High

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Agriculture & Food	Large	Medium	None	None	High	Medium	None	Low	None	Low	Low	Low	None	None	None	None
Albany Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Animal Resources	Small	High	None	None	None	Medium	None	None	None	Medium	Medium	Medium	None	None	Medium	No response
Architects Board	Very small	Low	No response	No response	No response	No response	No response	No response	No response	Low	Low	No response	No response	No response	No response	No response
Attorney General	Large	Low	No response	Low	Low	Low	No response	No response	Low	Low	Low	Low	No response	No response	Low	No response
Auditor General	Small	High	No response	No response	High	No response	No response	No response	No response	Medium	Medium	Medium	No response	No response	No response	No response
Botanic Gardens	Small	None	None	None	None	None	None	None	None	None	None	None	None	None	None	None
Broome Port	Schedule 1	High	No response	No response	No response	No response	No response	No response	No response	Low	No response	No response	No response	No response	No response	Medium
Bunbury Port	Schedule 1	Medium	None	None	None	Low	None	None	None	Low	Low	Low	None	None	Low	No response
Bunbury Water	Small	Medium	No response	No response	No response	No response	No response	No response	No response	Low	No response	No response	No response	No response	Low	No response
Burswood Park	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Busseton Water	Small	High	None	None	None	Low	No response	None	None	Low	None	Low	None	Low	None	No response
C Y O'Connor Institute	Small	Medium	Medium	None	None	Medium	None	None	None	Low	Medium	Medium	None	None	None	No response
CCC	Small	None	None	None	Medium	Low	None	None	None	None	None	None	None	None	None	No response
Central IT	Large	Medium	Medium	None	None	Low	None	None	None	Low	Low	Low	None	Low	None	No response
Challenger IT	Medium	Medium	Medium	No response	No response	Low	No response	No response	No response	Low	Low	No response	No response	No response	No response	No response
Chem Centre	Small	Medium	None	None	Low	Low	None	None	None	Low	Low	None	Medium	None	None	No response
Child Protection	Large	Low	Low	No response	Medium	No response	No response	No response	Low	None	Low	No response	No response	No response	No response	No response
Children & Young People	Very small	Medium	No response	No response	Medium	No response	No response	No response	No response	Medium	Medium	No response	No response	No response	No response	No response
CHSHA	Small	Medium	None	None	None	Medium	High	None	Low	High	Low	None	None	None	Medium	No response

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CITF	Very small	None	None	None	None	None	None	None	None	High	Low	None	None	None	None	No response
Commerce	Medium	Medium	None	None	High	High	None	None	None	Low	Low	Low	None	None	None	High
Communities	Medium	Medium	None	None	Medium	None	None	None	None	Low	Low	None	None	None	None	No response
Corrective Services	Large	Medium	High	High	Medium	Medium	None	Medium	Medium	Low	Low	Low	None	None	None	No response
Culture and the Arts	Medium	Low	None	None	None	None	None	None	None	Low	Low	No response	None	None	None	No response
Custodial Services	Very small	Medium	None	None	Medium	None	None	None	None	Low	None	None	None	None	None	No response
Dampier Port	Schedule 1	Low	None	None	None	None	None	None	None	Low	None	None	None	None	None	No response
Disability Services	Large	Low	None	Medium	Medium	Low	None	None	None	Low	Low	Low	None	None	Low	No response
Drug & Alcohol	Small	Low	None	Medium	Low	Low	Low	None	None	Low	Low	Low	None	None	Low	No response
Durack IT	Medium	Medium	Medium	No response	No response	Medium	No response	No response	No response	Medium	Low	Low	None	No response	No response	No response
Educ Services	Small	None	Medium	No response	No response	No response	No response	No response	No response	Low	None	No response	No response	No response	No response	No response
Education	Large	None	None	None	None	None	None	None	None	None	None	None	None	None	None	No response
Electoral Comm	Small	Medium	None	None	None	None	None	None	None	Medium	Medium	None	None	None	None	Medium
Env & Conservation	Large	No response	No response	No response	High	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Environment Protection	Small	Medium	None	None	Medium	High	No response	None	None	Low	Low	None	None	None	None	No response
Equal Opp	Small	High	None	None	None	None	None	None	None	Medium	Medium	Medium	None	None	None	No response
ERA	Small	Medium	No response	No response	Medium	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	Medium	None	None	Medium	High	None	Medium	Medium	Low	Low	Medium	Medium	None	Medium	No response
Finance	Large	Medium	None	None	High	Medium	None	None	None	Medium	Medium	Medium	Medium	None	Medium	No response

Agency	Group	56. Using the table below: Please indicate the type(s) of occupational groups that significantly impact on your agency's capability to deliver its services in 2011-12; Whether you had difficulty recruiting or retaining people with these skills in 2011-12; and if you anticipate there will be continuing difficulty into the future to meet these capability needs (continued difficulty recruiting or retaining): <span style="float: right;">Difficulty recruiting or retaining</span>														
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Fisheries	Medium	Medium	None	None	Medium	Medium	None	No response	No response	Low	Low	Low	None	None	None	No response
Forest Products	Small	Low	None	None	None	None	None	None	None	None	None	None	None	None	None	No response
Fremantle Port	Schedule 1	None	None	None	None	Low	None	None	None	Low	None	None	Low	Low	Low	None
Gascoyne Dev	Very small	None	None	None	None	None	None	None	None	Low	None	Low	None	None	None	No response
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	Medium	No response	No response	Medium	No response	No response	No response	No response	Medium	Medium	Medium	Medium	No response	No response	No response
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	None	None	None	None	None	No response	No response	No response	None	None	None	No response	No response	No response	No response
Gr Southern Dev	Very small	None	No response	No response	Low	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	No response
Great Southern IT	Medium	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	No response
Greyhound Racing	Schedule 1	High	No response	No response	High	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
HaDSCO	Very small	Low	Low	Low	Medium	None	Low	Low	Low	Low	No response	None	None	None	None	None
Health	Large	Low	None	High	Medium	Medium	Low	None	High	Low	Low	Low	Low	Low	Low	None
Healthway	Very small	Low	None	None	None	None	None	None	None	Low	Low	Low	None	None	None	None
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	High	None	None	None	Low	None	None	None	Low	Low	Low	High	Low	None	No response
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	Medium	No response	No response	No response	No response	No response	No response	No response	Medium	Medium	Medium	No response	No response	No response	No response
Info Commissioner	Very small	Medium	None	None	Medium	None	None	None	None	Medium	Medium	None	None	None	None	None
Insurance Comm	Medium	Medium	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	High



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Kimberley Dev	Very small	None	None	None	Medium	None	None	No response	No response	Low	None	None	None	None	No response	Medium
Kimberley TI	Small	Medium	Medium	No response	Low	None	Medium	None	No response	None	No response	None	No response	None	None	No response
LandCorp	Schedule 1	Medium	No response	No response	No response	No response	No response	No response	No response	Low	Low	Low	No response	No response	No response	No response
Landgate	Medium	Low	None	None	Medium	None	None	None	None	Low	None	Low	Medium	None	None	No response
Law Reform	Very small	None	None	None	None	None	None	None	None	None	None	None	None	None	None	Medium
Legal Aid	Medium	No response	No response	No response	Low	No response	No response	No response	No response	Low	No response	No response	No response	No response	No response	No response
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Local Govt	Small	No response	No response	No response	Medium	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	No response
Lotterywest	Small	High	None	None	Medium	Low	None	None	None	Medium	Medium	Medium	High	None	None	High
Main Roads	Large	Medium	None	None	Medium	Medium	None	None	None	Medium	Medium	Medium	None	None	None	No response
Meat Auth	Very small	Low	None	None	None	Low	None	None	None	None	None	None	None	None	None	None
Mental Health	Small	Low	None	None	High	None	Low	None	None	Low	Low	Low	None	None	None	No response
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	Medium	None	None	None	Medium	None	None	None	Medium	Low	None	None	Low	None	High
Metro Redev	Small	Low	None	None	Medium	None	None	None	None	Medium	Medium	None	None	None	None	No response
Mid West Dev	Very small	High	None	None	Low	None	None	None	None	Medium	None	None	None	None	None	None
Mines & Petroleum	Medium	High	No response	No response	High	High	No response	No response	No response	Low	Low	Low	Low	No response	Medium	No response
National Trust	Small	Low	Low	No response	Medium	No response	No response	No response	No response	Medium	Medium	No response	No response	No response	No response	Medium
Ombudsman	Small	High	No response	No response	Medium	No response	No response	No response	No response	Low	No response	No response	No response	No response	No response	No response
Peel Dev	Very small	Medium	No response	No response	No response	No response	No response	No response	No response	Low	No response	No response	No response	No response	No response	No response

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Perth Market	Small	Medium	None	None	Medium	Low	None	None	Low	Low	Low	None	None	None	Low	No response
Pilbara Dev	Very small	None	None	None	Medium	None	None	None	None	Low	Low	None	None	None	None	None
Pilbara Institute	Small	High	Medium	Medium	Medium	Medium	Low	None	Low	Medium	Medium	Medium	Low	Low	No response	
Planning	Medium	Medium	None	None	Medium	None	None	None	None	None	None	None	None	None	None	No response
Police	Large	None	No response	Medium	No response	No response	No response	No response	No response	None	None	Medium	No response	No response	No response	Medium
Polytechnic West	Large	Low	Medium	None	None	Medium	Low	None	None	Low	Low	Low	None	None	None	No response
Port Hedland Port	Schedule 1	Medium	None	None	High	Medium	None	None	None	Low	Low	None	None	Medium	None	No response
Potato Marketing	Very small	High	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Premier & Cabinet	Medium	Low	None	None	None	None	None	None	None	Low	Low	Low	None	None	None	No response
PSC	Small	Low	None	None	None	None	None	None	None	None	Low	None	None	None	None	None
Public Prosecutions	Medium	None	Low	None	Low	Low	None	None	None	Medium	Low	None	None	None	None	No response
Public Transport	Large	Medium	None	None	Low	Medium	None	Medium	None	Low	None	None	None	Low	None	No response
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	Medium	None	None	Medium	None	None	None	None	Medium	Low	Medium	None	None	None	No response
Regional Dev & Lands	Medium	Low	No response	No response	Low	No response	No response	No response	No response	Low	Low	No response	No response	No response	No response	No response
Rottnest Island	Small	None	None	None	Low	None	None	None	None	Low	Low	Low	Low	None	None	No response
SCSA	Small	Medium	High	None	None	None	None	None	None	Medium	None	None	None	None	None	No response
Small Business	Small	Low	None	None	None	None	None	None	None	Low	Low	Low	None	None	None	None
South West Dev	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
South West IT	Medium	Medium	High	None	None	Low	None	None	None	Medium	None	Medium	None	None	None	No response

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Sport & Rec	Small	Medium	None	None	High	Low	None	None	None	Low	Low	Low	Low	None	None	High
State Development	Small	Medium	None	None	Medium	None	None	None	No response	Low	Low	Low	None	None	None	None
State Heritage	Small	None	None	None	None	None	None	None	None	None	None	None	None	None	None	None
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	Medium	None	None	None	None	None	None	None	Low	Low	None	None	None	None	High
Training & Workforce Dev	Medium	Low	High	None	Low	Medium	None	None	None	Low	Low	None	None	None	None	None
Transport (Dept)	Large	Medium	No response	No response	No response	No response	No response	No response	None	Medium	Low	Low	Medium	None	None	None
Treasury (Dept)	Medium	High	No response	No response	High	No response	No response	No response	No response	No response	High	No response	No response	No response	No response	No response
Treasury Corp	Schedule 1	None	None	None	Low	None	None	None	None	Low	None	None	None	None	None	No response
VenuesWest	Medium	None	None	None	None	Medium	None	None	None	None	None	None	None	None	Low	No response
Verve Energy	Schedule 1	Medium	None	None	None	Medium	None	None	None	Low	None	None	None	None	None	No response
WA College of Teaching	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
WAIRC	Small	Low	No response	No response	No response	No response	No response	No response	No response	Medium	Medium	Medium	No response	No response	No response	No response
Water (Dept)	Medium	Medium	No response	No response	Medium	Low	No response	No response	No response	Low	Low	Low	No response	No response	No response	No response
Water Corp	Schedule 1	Low	None	None	High	High	None	None	None	None	None	None	None	None	None	No response
West Coast IT	Medium	Medium	Medium	None	None	Low	None	None	None	Medium	Medium	Medium	None	Low	None	No response
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low
WorkCover	Small	Medium	No response	No response	High	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	High
Zoo	Small	Low	Low	Low	Low	Low	None	None	None	Low	Low	Medium	Low	None	Low	Low

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Agriculture & Food	Large	Medium	None	None	High	Medium	None	Low	None	Low	Low	Low	None	None	None	None
Albany Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Animal Resources	Small	High	None	None	None	Medium	None	None	None	Medium	Medium	Medium	None	None	Low	No response
Architects Board	Very small	Medium	No response	No response	No response	No response	No response	No response	No response	Medium	Medium	No response	No response	No response	No response	No response
Attorney General	Large	Low	No response	Low	Low	Low	No response	No response	Low	Low	Low	Low	No response	No response	Low	No response
Auditor General	Small	Medium	No response	No response	Medium	No response	No response	No response	No response	Medium	Medium	Medium	No response	No response	No response	No response
Botanic Gardens	Small	None	None	None	None	None	None	None	None	None	None	None	None	None	None	No response
Broome Port	Schedule 1	High	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	High
Bunbury Port	Schedule 1	Medium	None	None	None	Low	None	None	None	Low	Low	Low	None	None	Low	No response
Bunbury Water	Small	High	No response	No response	No response	No response	No response	No response	No response	Medium	No response	No response	No response	No response	Medium	No response
Burswood Park	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Busseton Water	Small	High	No response	None	None	None	Low	None	None	Low	Low	Low	None	Low	None	No response
C Y O'Connor Institute	Small	High	High	None	None	Medium	None	None	None	Medium	Medium	Medium	None	None	None	No response
CCC	Small	Low	None	None	Medium	Low	None	None	None	None	None	None	None	None	None	No response
Central IT	Large	High	High	None	None	Medium	None	None	None	Medium	Low	Low	None	Low	None	No response
Challenger IT	Medium	Low	High	No response	No response	Low	No response	No response	No response	Low	Low	No response	No response	No response	No response	No response
Chem Centre	Small	High	None	None	Low	Low	None	None	None	Low	Low	None	Medium	None	None	No response
Child Protection	Large	Low	Low	No response	Medium	No response	No response	No response	Low	None	Low	No response	No response	No response	No response	No response
Children & Young People	Very small	Medium	No response	No response	Medium	No response	No response	No response	No response	Medium	Medium	No response	No response	No response	No response	No response
CHSHA	Small	High	Medium	Medium	Medium	Medium	High	None	Low	High	Low	None	None	None	Medium	No response

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CITF	Very small	High	None	None	None	None	None	None	None	High	Medium	None	None	None	None	No response
Commerce	Medium	Medium	None	None	High	High	None	None	None	Low	Low	Low	None	None	None	High
Communities	Medium	Medium	None	None	Medium	None	None	None	None	Low	Low	None	None	None	None	No response
Corrective Services	Large	Medium	High	High	Medium	Medium	None	Medium	Medium	Low	Low	Low	None	None	None	No response
Culture and the Arts	Medium	High	None	None	None	None	None	None	None	Low	Low	No response	None	None	None	No response
Custodial Services	Very small	None	None	None	None	None	None	None	None	None	None	None	None	None	None	No response
Dampier Port	Schedule 1	High	None	None	None	None	None	None	None	Low	None	None	None	None	None	No response
Disability Services	Large	Low	None	High	High	Low	None	None	High	Low	Low	Low	None	None	Low	No response
Drug & Alcohol	Small	Low	None	Medium	Low	Low	Low	None	Low	Low	Low	Low	None	None	Low	No response
Durack IT	Medium	Medium	High	No response	No response	Medium	No response	No response	No response	Medium	No response	Medium	No response	No response	No response	No response
Educ Services	Small	Low	High	No response	No response	No response	No response	No response	No response	Low	None	No response	No response	No response	No response	No response
Education	Large	High	High	High	High	High	High	None	Medium	Medium	Medium	Medium	None	Low	Low	No response
Electoral Comm	Small	Medium	None	None	None	None	None	None	None	Medium	Medium	None	None	None	None	Medium
Env & Conservation	Large	No response	No response	No response	High	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Environment Protection	Small	Medium	None	None	Medium	Medium	None	None	None	Low	Low	None	None	None	None	No response
Equal Opp	Small	High	None	None	None	None	None	None	None	Medium	Medium	Medium	None	None	None	No response
ERA	Small	Medium	No response	No response	Medium	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	Medium	None	None	Medium	High	None	Medium	Medium	Medium	Medium	Medium	Medium	None	Medium	No response
Finance	Large	High	None	None	High	Medium	None	None	None	Medium	Medium	Medium	Medium	None	Medium	No response

Agency	Group	56. Using the table below: Please indicate the type(s) of occupational groups that significantly impact on your agency's capability to deliver its services in 2011-12; Whether you had difficulty recruiting or retaining people with these skills in 2011-12; and If you anticipate there will be continuing difficulty into the future to meet these capability needs (continued difficulty recruiting or retaining): <i>Anticipated impact on your agency's ability to deliver services in the future</i>														
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Fisheries	Medium	High	None	None	High	High	None	No response	No response	Low	Medium	Medium	None	None	None	No response
Forest Products	Small	Low	None	None	None	None	None	None	None	None	None	None	None	None	None	No response
Fremantle Port	Schedule 1	Low	None	None	None	Medium	None	None	None	Low	None	None	None	Low	Low	None
Gascoyne Dev	Very small	None	None	None	None	None	None	None	None	Low	None	Low	None	None	None	No response
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	Low	No response	No response	Low	No response	No response	No response	No response	Low	Low	Low	Medium	No response	No response	No response
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	None	None	None	None	None	No response	No response	No response	None	None	None	No response	No response	No response	No response
Gr Southern Dev	Very small	Medium	No response	No response	Low	No response	No response	No response	No response	Low	No response	No response	No response	No response	No response	No response
Great Southern IT	Medium	High	High	Low	Medium	Low	Low	Low	Low	No response	No response	No response	No response	Low	Low	No response
Greyhound Racing	Schedule 1	Medium	No response	No response	Medium	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
HaDSCO	Very small	High	Low	High	Medium	None	High	High	High	Medium	Low	None	None	None	None	No response
Health	Large	Low	None	High	Medium	Medium	Medium	None	High	Low	Low	Low	Low	Low	Low	None
Healthway	Very small	Low	None	None	None	None	None	None	None	Low	Low	Low	None	None	None	None
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	Medium	None	None	Low	None	None	None	None	Low	Low	Low	Medium	None	None	No response
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	High	No response	No response	No response	No response	No response	No response	No response	Medium	Medium	Medium	No response	No response	No response	No response
Info Commissioner	Very small	Medium	None	None	Medium	None	None	None	None	Medium	Medium	None	None	None	None	None
Insurance Comm	Medium	Medium	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	High

Agency	Group	56. Using the table below: Please indicate the type(s) of occupational groups that significantly impact on your agency's capability to deliver its services in 2011-12; Whether you had difficulty recruiting or retaining people with these skills in 2011-12; and If you anticipate there will be continuing difficulty into the future to meet these capability needs (continued difficulty recruiting or retaining): <i>Anticipated impact on your agency's ability to deliver services in the future</i>														
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Kimberley Dev	Very small	High	None	None	High	None	None	None	None	Medium	None	None	None	None	No response	High
Kimberley TI	Small	High	High	No response	High	Medium	Medium	High	No response	High	No response	High	No response	High	High	No response
LandCorp	Schedule 1	High	No response	No response	No response	No response	No response	No response	No response	Medium	Medium	Medium	No response	No response	No response	No response
Landgate	Medium	No response	None	None	Medium	None	None	None	None	Low	Low	Low	Medium	None	None	No response
Law Reform	Very small	None	None	None	None	None	None	None	None	None	None	None	None	None	None	Medium
Legal Aid	Medium	No response	No response	No response	High	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	No response
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Local Govt	Small	Medium	None	None	No response	None	None	None	None	Medium	None	None	None	None	None	None
Lotterywest	Small	High	None	None	Medium	Low	None	None	None	Medium	Medium	Medium	High	None	None	High
Main Roads	Large	High	None	None	High	High	None	None	None	Low	Low	Low	None	None	None	No response
Meat Auth	Very small	Medium	None	None	None	Low	None	None	None	None	None	None	None	None	None	None
Mental Health	Small	Low	None	Medium	Low	None	Medium	None	None	Medium	Medium	Medium	None	None	None	No response
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	Medium	None	None	None	Medium	None	None	None	High	Low	None	None	Low	None	High
Metro Redev	Small	High	None	None	Medium	None	None	None	None	Medium	Medium	None	Medium	None	None	No response
Mid West Dev	Very small	High	None	None	Medium	None	None	None	None	Medium	None	None	None	None	None	None
Mines & Petroleum	Medium	High	No response	No response	High	High	No response	No response	No response	Medium	Medium	Medium	Medium	No response	Medium	No response
National Trust	Small	Low	Low	No response	Medium	No response	No response	No response	No response	Medium	Medium	No response	No response	No response	No response	Medium
Ombudsman	Small	High	No response	No response	Medium	No response	No response	No response	No response	Low	No response	No response	No response	No response	No response	No response
Peel Dev	Very small	Low	No response	No response	No response	No response	No response	No response	No response	High	No response	No response	No response	No response	No response	No response

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Perth Market	Small	High	None	None	Medium	Medium	None	None	Medium	Medium	Medium	None	None	None	Low	No response
Pilbara Dev	Very small	Medium	None	None	Medium	Medium	None	None	None	Low	Low	None	None	None	None	None
Pilbara Institute	Small	Medium	Medium	Medium	Medium	Low	Low	None	Low	Medium	Medium	Medium	Medium	Low	Low	No response
Planning	Medium	Medium	None	None	Medium	None	None	None	None	None	None	None	None	None	None	No response
Police	Large	High	No response	High	No response	No response	No response	No response	No response	Low	Low	Medium	No response	No response	No response	Medium
Polytechnic West	Large	Medium	High	None	None	Medium	Low	None	None	Low	Low	Low	None	None	None	No response
Port Hedland Port	Schedule 1	High	None	None	Medium	Medium	None	None	None	Medium	Medium	None	None	Medium	None	No response
Potato Marketing	Very small	High	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Premier & Cabinet	Medium	Medium	None	None	None	None	None	None	None	Medium	Medium	Low	None	None	None	Medium
PSC	Small	High	None	None	None	None	None	None	None	None	Low	None	None	None	None	No response
Public Prosecutions	Medium	None	None	None	Low	Low	None	None	None	Medium	Low	None	None	None	None	No response
Public Transport	Large	High	Low	None	Medium	High	None	High	None	Medium	Low	Low	Low	High	Low	No response
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	High	None	None	Medium	None	None	None	None	Medium	Low	Medium	None	None	None	No response
Regional Dev & Lands	Medium	High	No response	No response	Medium	No response	No response	No response	No response	Medium	Medium	No response	No response	No response	No response	No response
Rotttnest Island	Small	None	None	None	Medium	None	None	None	None	None	None	None	None	None	None	No response
SCSA	Small	Medium	High	None	None	None	None	None	None	Medium	None	None	None	None	None	No response
Small Business	Small	Low	None	None	None	None	None	None	None	Low	Low	Low	None	None	None	None
South West Dev	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
South West IT	Medium	Medium	High	None	None	Low	None	None	None	Medium	None	Medium	None	None	None	No response



Agency	Group	56. Using the table below: Please indicate the type(s) of occupational groups that significantly impact on your agency's capability to deliver its services in 2011-12; Whether you had difficulty recruiting or retaining people with these skills in 2011-12; and If you anticipate there will be continuing difficulty into the future to meet these capability needs (continued difficulty recruiting or retaining): <i>Anticipated impact on your agency's ability to deliver services in the future</i>														
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Sport & Rec	Small	Medium	None	None	High	Low	None	None	None	Medium	Medium	Low	Low	None	Low	High
State Development	Small	High	None	None	High	None	None	None	None	Medium	Low	Low	None	None	None	None
State Heritage	Small	Low	None	No response	None	Low	None	None	None	None	None	None	None	None	None	No response
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	Medium	None	None	None	None	None	None	None	Low	Low	None	None	None	None	High
Training & Workforce Dev	Medium	High	None	None	High	None	None	None	None	High	High	None	None	None	None	None
Transport (Dept)	Large	Medium	No response	No response	No response	No response	No response	No response	None	Medium	Low	Low	Medium	None	None	None
Treasury (Dept)	Medium	High	No response	No response	High	No response	No response	No response	No response	No response	High	No response	No response	No response	No response	No response
Treasury Corp	Schedule 1	None	None	None	High	None	None	None	None	Medium	None	None	None	None	None	No response
VenuesWest	Medium	Low	None	None	None	Medium	Low	None	None	None	None	None	None	None	Low	No response
Verve Energy	Schedule 1	High	None	None	None	High	None	None	None	Low	None	None	None	None	None	No response
WA College of Teaching	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
WAIRC	Small	Low	No response	No response	No response	No response	No response	No response	No response	Medium	Medium	Medium	No response	No response	No response	No response
Water (Dept)	Medium	High	No response	No response	High	Low	No response	No response	No response	Low	Low	Low	No response	No response	No response	No response
Water Corp	Schedule 1	Low	None	None	High	High	None	None	None	None	None	None	None	None	None	None
West Coast IT	Medium	High	High	None	None	Low	None	None	None	Medium	Medium	Medium	None	Low	None	No response
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	High	None	None	None	None	None	None	None	Medium	Medium	None	None	None	None	None
WorkCover	Small	Medium	No response	No response	High	No response	No response	No response	No response	Medium	No response	No response	No response	No response	No response	High
Zoo	Small	None	None	Low	Low	Medium	None	None	None	Low	Low	Medium	Low	None	Low	Low

Agency	Group	57. Agency-specific program (please do not include capacity building programs managed by PSC or other central government departments):				58. Please provide the number of new cadets, graduates, apprentices or trainees employed over the last three years and the number of these that have self-identified as being Indigenous Australians.																																	
						2009-10 Total				2009-10 Indigenous				2010-11 Total				2010-11 Indigenous				2011-12 Total				2011-12 Indigenous				Total who completed the program over the past 3 years and are still employed by your agency				Number of Indigenous Australians who completed the program over the past 3 years and are still employed by your agency					
		Cadetship Program	Graduate Program	Apprenticeship Program	Traineeship Program	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees						
Agriculture & Food	Large	Yes	Being developed	No	Yes	1	-	-	3	1	-	-	3	1	-	-	2	1	-	-	4	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Albany Port	Schedule 1	No response	No response	No response	No response	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Animal Resources	Small	No response	No response	No response	Yes	-	-	-	11	-	-	-	-	-	-	-	5	-	-	-	-	2	-	2	-	-	-	-	-	2	-	11	-	-	-	-	-	-	
Architects Board	Very small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attorney General	Large	No	Yes	No	Yes	-	10	-	10	-	-	-	-	-	8	-	19	-	-	-	15	-	7	-	28	-	-	-	27	-	24	-	33	-	-	-	-	26	-
Auditor General	Small	No	Yes	No	Yes	-	8	-	3	-	-	-	-	-	8	-	3	-	-	-	-	8	-	1	-	-	-	-	20	-	-	-	-	-	-	-	-	-	
Botanic Gardens	Small	No	No	No	Being developed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Broome Port	Schedule 1	No	No	No	Yes	-	-	-	2	-	-	-	2	-	-	-	1	-	-	-	1	-	2	-	-	-	-	-	1	-	1	-	-	-	-	-	-	1	-
Bunbury Port	Schedule 1	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bunbury Water	Small	No response	No response	No response	Yes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burswood Park	Very small	No response	No response	No response	No response	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Busselton Water	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C Y O'Connor Institute	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CCC	Small	No	Yes	No	Yes	-	1	-	-	-	-	-	-	-	1	-	1	-	-	-	-	1	-	-	-	-	-	-	3	-	1	-	-	-	-	-	-	-	-
Central IT	Large	No	No	No	Yes	-	-	-	9	-	-	-	1	-	1	-	5	-	-	-	-	1	-	6	-	-	-	1	-	-	-	-	-	-	-	4	-	-	-
Challenger IT	Medium	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chem Centre	Small	No	No	No	Yes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Child Protection	Large	Yes	No	No	Yes	3	-	-	5	3	-	-	2	4	-	-	-	4	-	-	-	3	-	-	2	3	-	-	-	2	-	-	-	-	2	-	-	-	-
Children & Young People	Very small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHSHA	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Agency	Group	57. Agency-specific program (please do not include capacity building programs managed by PSC or other central government departments):				58. Please provide the number of new cadets, graduates, apprentices or trainees employed over the last three years and the number of these that have self-identified as being Indigenous Australians.																																			
						2009-10 Total				2009-10 Indigenous				2010-11 Total				2010-11 Indigenous				2011-12 Total				2011-12 Indigenous				Total who completed the program over the past 3 years and are still employed by your agency				Number of Indigenous Australians who completed the program over the past 3 years and are still employed by your agency							
		Cadetship Program	Graduate Program	Apprenticeship Program	Traineeship Program	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees								
CITF	Very small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Commerce	Medium	No	Yes	No	Yes	-	3	-	4	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	
Communities	Medium	No	No	No	Yes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-		
Corrective Services	Large	Being developed	Being developed	No	Yes	1	-	-	-	1	-	-	-	-	-	-	-	5	-	-	-	5	-	-	-	5	-	-	-	5	-	-	-	3	-	-	-	3	-	-	
Culture and the Arts	Medium	No	Yes	No	Being developed	-	2	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	2	-	6	-	2	-	-	-	2	
Custodial Services	Very small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Dampier Port	Schedule 1	No	Yes	No	Yes	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	1	-	-	-	2	-	
Disability Services	Large	No	No	No	Yes	-	-	-	3	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	11	-	-	-	7	-	-	-	4	-	-	-	2	-	
Drug & Alcohol	Small	No	No	No	Yes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	
Durack IT	Medium	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Educ Services	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Education	Large	No	Being developed	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Electoral Comm	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Env & Conservation	Large	Yes	Yes	No	Yes	2	16	-	7	2	1	-	4	1	-	-	48	1	-	-	14	1	11	-	68	1	-	-	19	4	27	-	82	4	1	-	-	32	-	-	
Environment Protection	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Equal Opp	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
ERA	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Esperance Port	Schedule 1	No response	No response	No response	No response	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FESA	Large	No	No	Yes	Yes	-	-	1	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	1	4	-	-	-	-	-	
Finance	Large	Yes	Yes	No response	Yes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	41	-	-	2	-	-	-	2	41	-	7	2	-	-	3	-





Agency	Group	57. Agency-specific program (please do not include capacity building programs managed by PSC or other central government departments):				58. Please provide the number of new cadets, graduates, apprentices or trainees employed over the last three years and the number of these that have self-identified as being Indigenous Australians.																														
						2009-10 Total				2009-10 Indigenous				2010-11 Total				2010-11 Indigenous				2011-12 Total				2011-12 Indigenous				Total who completed the program over the past 3 years and are still employed by your agency				Number of Indigenous Australians who completed the program over the past 3 years and are still employed by your agency		
		Cadetship Program	Graduate Program	Apprenticeship Program	Traineeship Program	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees			
Perth Market	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Pilbara Dev	Very small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Pilbara Institute	Small	No response	No response	Yes	Yes	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-		
Planning	Medium	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Police	Large	Yes	No	No	No	47	-	-	-	-	-	-	36	-	-	-	2	-	-	-	30	-	-	-	2	-	-	-	41	-	-	-	3	-	-	
Polytechnic West	Large	No	No	Being developed	Yes	-	-	-	3	-	-	-	2	-	-	-	5	-	-	-	5	-	-	1	13	-	-	-	13	-	-	-	4	-	-	3
Port Hedland Port	Schedule 1	Being developed	No	Being developed	Being developed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Potato Marketing	Very small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Premier & Cabinet	Medium	No	Yes	No	No	-	6	-	2	-	1	-	-	-	3	-	3	-	-	-	1	-	7	-	4	-	1	-	2	-	9	-	1	-	1	-
PSC	Small	No	Yes	No	Yes	-	2	-	2	-	-	-	-	3	-	2	-	-	-	1	-	2	-	29	-	-	-	27	-	6	-	28	-	-	-	26
Public Prosecutions	Medium	No response	Yes	No response	Yes	-	4	-	2	-	-	-	-	4	-	-	-	-	-	-	4	-	2	-	-	-	-	10	-	1	-	-	-	-	-	
Public Transport	Large	Yes	Yes	Yes	Yes	-	5	-	3	-	-	-	-	7	1	4	-	-	-	2	3	7	1	9	-	-	-	-	3	1	1	-	-	-	-	
Racing & Wagering	Schedule 1	No response	No response	No response	No response	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Racing, Gaming & Liquor	Small	No	No	No	Being developed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Regional Dev & Lands	Medium	No	Yes	No	Yes	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	2	-	4	-	-	-	4	-	2	-	4	-	-	-	-	
Rottneest Island	Small	Yes	No response	No response	Yes	-	-	-	-	-	-	-	-	-	2	-	-	-	2	1	-	-	1	1	-	-	1	-	-	-	-	-	-	-	-	
SCSA	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Small Business	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South West Dev	Small	No response	No response	No response	No response	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South West IT	Medium	No	No	No	Yes	-	-	-	2	-	-	-	1	-	-	-	2	-	-	-	1	-	-	-	2	-	-	-	1	-	-	-	-	-	-	-

Agency	Group	57. Agency-specific program (please do not include capacity building programs managed by PSC or other central government departments):				58. Please provide the number of new cadets, graduates, apprentices or trainees employed over the last three years and the number of these that have self-identified as being Indigenous Australians.																																
						2009-10 Total				2009-10 Indigenous				2010-11 Total				2010-11 Indigenous				2011-12 Total				2011-12 Indigenous				Total who completed the program over the past 3 years and are still employed by your agency				Number of Indigenous Australians who completed the program over the past 3 years and are still employed by your agency				
		Cadetship Program	Graduate Program	Apprenticeship Program	Traineeship Program	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees	Cadets	Graduates	Apprentices	Trainees					
Sport & Rec	Small	Yes	Yes	No	Yes	-	3	-	3	-	-	-	-	-	3	-	3	-	-	-	-	-	1	3	-	3	1	-	-	-	1	9	-	9	1	-	-	-
State Development	Small	No	Yes	No	No	-	6	-	-	-	-	-	-	6	-	3	-	-	-	3	-	6	-	1	-	-	-	1	-	14	-	-	-	-	-	-	-	
State Heritage	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Synergy	Schedule 1	No response	No response	No response	No response	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tourism	Small	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Training & Workforce Dev	Medium	Being developed	Yes	No	Yes	-	-	-	20	-	-	-	2	-	-	-	24	-	-	-	1	-	2	-	23	-	-	-	2	-	-	-	14	-	-	-		
Transport (Dept)	Large	No	Yes	No	Yes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	5	-	-	-	-	-			
Treasury (Dept)	Medium	Yes	Yes	No	No	-	9	-	6	-	-	-	6	-	12	-	-	-	-	-	1	9	-	-	1	-	-	-	1	16	-	-	1	-	-	-		
Treasury Corp	Schedule 1	No	Yes	No	No	-	2	-	-	-	-	-	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	4	-	-	-	-	-	-			
VenuesWest	Medium	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Verve Energy	Schedule 1	No	Yes	Yes	Yes	-	2	6	-	-	-	-	-	3	4	12	-	-	-	-	-	3	4	-	-	-	-	-	8	14	12	-	-	-	-			
WA College of Teaching	Small	No response	No response	No response	No response	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
WAIRC	Small	No	No	No	Yes	-	-	-	2	-	-	-	1	-	-	-	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-			
Water (Dept)	Medium	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Water Corp	Schedule 1	No	Yes	Yes	Yes	-	102	32	83	-	-	3	5	-	14	13	46	-	-	1	4	-	22	4	30	-	-	-	9	-	109	36	140	-	-	2	15	
West Coast IT	Medium	No	No	No	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Western Power	Schedule 1	No response	No response	No response	No response	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Wheatbelt Dev	Very small	No	Yes	No	No	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	5	-	-	-	-	-	3			
WorkCover	Small	No response	No response	No response	Yes	-	-	-	2	-	-	-	1	-	-	-	2	-	-	-	2	-	-	-	2	-	-	-	1	-	-	-	5	-	-	3		
Zoo	Small	Yes	No	Being developed	Yes	3	-	-	-	3	-	-	3	-	1	3	-	-	-	3	-	-	1	3	-	-	-	-	-	-	-	1	-	-	-			

Agency	Group	59. If you indicated that you employed graduates or cadets in 2011-12: For graduate(s), please provide the number who have attained each level of education (consider only the highest level each Graduate has completed); and For cadet(s), please provide the number that are currently undertaking each type of qualification.																	60. Does your agency use its HRMIS or MOIR data set for internal workforce reporting and strategic planning?	61. A Strategic Workforce Plan (including EEO initiatives) and/or related policy is in place and supports the organisation's strategic goals (please refer to the Maturity Rubric before choosing your rating).	62. Processes or plans are in place to improve the quality of workforce data and systems used for planning purposes, e.g. strategic planning, workforce modelling and skills gap analysis (please refer to the Maturity Rubric before choosing your rating).	63. Does Aboriginal economic wellbeing have any direct or indirect relevance to the purpose of this agency?	64. How does your Agency support the State's participation in the National Indigenous Economic Participation Partnership Agreement objectives, according to each of the following criteria?											
		Graduates							Cadets							The agency has specific programs and strategies in place to increase Aboriginal economic wellbeing	The agency has partnership agreements with other government agencies, not-for-profit and/or private organisations which focus on economic outcomes for Aboriginal people	The agency has Reconciliation Action Plans (RAPs) incorporating Aboriginal Economic Participation Strategies					Structure, processes and systems are embedded in agency operations to support economic outcomes for Aboriginal people	The agency maintains sustainable positions created for Aboriginal people through the CDEP conversion (for those agencies that receive state funding for this)	The agency's procurement strategies are targeted to identify opportunities for Indigenous Employment									
		Bachelor Degree (undergraduate)	Bachelor with Honours Degree	Graduate Certificate	Graduate Diploma	Masters Degree	Doctoral Degree	Certificate III	Certificate IV	Diploma	Advanced Diploma	Associate Degree	Bachelor Degree (undergraduate)	Bachelor with Honours Degree	Graduate Certificate	Graduate Diploma	Masters Degree	Doctoral Degree					Certificate III	Certificate IV	Diploma	Advanced Diploma	Associate Degree							
Agriculture & Food	Large	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	2	3	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	
Albany Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Animal Resources	Small	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	4	4	No	No response	No response	No response	No response	No response	No response	No response
Architects Board	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	0	2	No	No response	No response	No response	No response	No response	No response	No response
Attorney General	Large	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	5	4	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully
Auditor General	Small	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	3	3	Yes	No	No	No	No	No	No	No
Botanic Gardens	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	2	2	Yes	No	No	Yes - fully	Being developed	No	No	Being developed
Broome Port	Schedule 1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	0	0	No	No response	No response	No response	No response	No response	No response	No response
Bunbury Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	2	2	Yes	No	No	No	No	No	No	No
Bunbury Water	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	3	3	No	No response	No response	No response	No response	No response	No response	No response
Burswood Park	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No	No response	No response	No response	No response	No response	No response	No response
Busselton Water	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	3	3	No	No response	No response	No response	No response	No response	No response	No response
C Y O'Connor Institute	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	4	Yes	Yes - fully	Yes - fully	Being developed	Yes - fully	No	No	No
CCC	Small	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	3	3	Yes	No	No	No	No	No	No	No
Central IT	Large	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	4	Yes	Yes - fully	Yes - fully	Being developed	Yes - partially	No	Yes - partially	Yes - partially
Challenger IT	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	4	Yes	Yes - fully	Yes - fully	No	Yes - fully	No	Yes - fully	No
Chem Centre	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	2	2	No	No response	No response	No response	No response	No response	No response	No response
Child Protection	Large	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	2	5	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No
Children & Young People	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	5	0	Yes	No response	No response	No response	Yes - fully	No response	No response	Yes - partially
CHSHA	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	2	1	Yes	Yes - fully	Yes - fully	No	Yes - fully	No	Yes - fully	No



Agency	Group	59. If you indicated that you employed graduates or cadets in 2011-12: For graduate(s), please provide the number who have attained each level of education (consider only the highest level each Graduate has completed); and For cadet(s), please provide the number that are currently undertaking each type of qualification.																60. Does your agency use its HRMIS or MOIR data set for internal workforce reporting and strategic planning?	61. A Strategic Workforce Plan (including EEO initiatives) and/or related policy is in place and supports the organisation's strategic goals (please refer to the Maturity Rubric before choosing your rating).	62. Processes or plans are in place to improve the quality of workforce data and systems used for planning purposes, e.g. strategic planning, workforce modelling and skills gap analysis (please refer to the Maturity Rubric before choosing your rating).	63. Does Aboriginal economic wellbeing have any direct or indirect relevance to the purpose of this agency?	64. How does your Agency support the State's participation in the National Indigenous Economic Participation Partnership Agreement objectives, according to each of the following criteria?														
		Graduates								Cadets												The agency has specific programs and strategies in place to increase Aboriginal economic wellbeing	The agency has partnership agreements with other government agencies, not-for-profit and/or private organisations which focus on economic outcomes for Aboriginal people	The agency has Reconciliation Action Plans (RAPs) incorporating Aboriginal Economic Participation Strategies	Structure, processes and systems are embedded in agency operations to support economic outcomes for Aboriginal people	The agency maintains sustainable positions created for Aboriginal people through the CDEP conversion (for those agencies that receive state funding for this)	The agency's procurement strategies are targeted to identify opportunities for Indigenous Employment									
		Bachelor Degree (undergraduate)	Bachelor with Honours Degree	Graduate Certificate	Graduate Diploma	Masters Degree	Doctoral Degree	Certificate III	Certificate IV	Diploma	Advanced Diploma	Associate Degree	Bachelor Degree (undergraduate)	Bachelor with Honours Degree	Graduate Certificate	Graduate Diploma	Masters Degree											Doctoral Degree	Certificate III	Certificate IV	Diploma	Advanced Diploma	Associate Degree			
CITF	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	3	3	Yes	Yes - fully	No	No	No	No	No	No	
Commerce	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	3	4	Yes	Being developed	Being developed	Yes - partially	Yes - partially	No	No	No	
Communities	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	2	2	Yes	Yes - partially	Yes - partially	Being developed	Yes - partially	Yes - fully	Yes - partially	Yes - partially	
Corrective Services	Large	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	3	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - partially	Yes - partially	
Culture and the Arts	Medium	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	1	4	Yes	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	
Custodial Services	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	5	5	No	No response	No response	No response	No response	No response	No response	No response	No response
Dampier Port	Schedule 1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	3	2	No	No response	No response	No response	No response	No response	No response	No response	
Disability Services	Large	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	4	Yes	Yes - partially	Being developed	Yes - fully	Yes - partially	No response	Yes - partially	Yes - partially	
Drug & Alcohol	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	3	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	
Durack IT	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	2	2	Yes	Yes - partially	Yes - partially	No	No	No	No	Yes - partially	
Educ Services	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	3	3	Yes	Yes - fully	Yes - fully	No	No	No	No	No	
Education	Large	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	5	5	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	
Electoral Comm	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	2	2	Yes	No	No	No	No	No	No	No	
Env & Conservation	Large	9	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	3	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
Environment Protection	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	4	4	No	No response	No response	No response	No response	No response	No response	No response	
Equal Opp	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	2	2	Yes	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
ERA	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	4	0	Yes	No	No	Yes - fully	Yes - fully	No	No	No	
Esperance Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
FESA	Large	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	2	2	Yes	Yes - partially	Being developed	Yes - fully	Yes - partially	No	No	No	
Finance	Large	26	6	-	1	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	4	Yes	Being developed	Being developed	Yes - fully	Being developed	No	Being developed	Being developed	

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Fisheries	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	3	3	Yes	Yes - fully	Being developed	Being developed	Yes - partially	No response	No		
Forest Products	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	1	2	No	No response	No response	No response	No response	No response	No response		
Fremantle Port	Schedule 1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	Yes - fully	5	4	Yes	Yes - partially	Being developed	No	No	No	No
Gascoyne Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	3	3	Yes	Yes - fully	Yes - fully	No	No	No	No	Yes - partially	
Geraldton Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
GESB	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	3	4	No	response	No response	response	response	No response	No response		
Gold Corporation	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response		
GoldEsp Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	0	0	No	No response	No response	No response	No response	No response	No response		
Gr Southern Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	5	4	Yes	Yes - partially	Yes - fully	No	Yes - fully	No	No		
Great Southern IT	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	3	3	Yes	Yes - fully	Yes - partially	Being developed	Yes - partially	No	No		
Greyhound Racing	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	0	0	No	No response	No response	No response	No response	No response	No response		
HaDSCO	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	3	3	Yes	Yes - partially	Yes - partially	No	Yes - partially	No	No response		
Health	Large	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	4	5	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully		
Healthway	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	3	3	Yes	Yes - fully	Yes - fully	No	No	No	No		
Horizon Power	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	Yes	Yes - fully	Yes - partially	Yes - fully	Being developed	No	Being developed		
Housing	Large	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	1	1	No response	Yes - partially	Being developed	Yes - fully	Yes - partially	No	Yes - fully		
Independ Mkt Op	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response		
Indigenous Affairs	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	5	5	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully		
Info Commissioner	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	0	0	No	No response	No response	No response	No response	No response	No response		
Insurance Comm	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	5	5	No	No response	No response	No response	No response	No response	No response		

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Kimberley Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	5	4	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	
Kimberley TI	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	3	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	
LandCorp	Schedule 1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	3	4	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	
Landgate	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	2	3	Yes	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	No	
Law Reform	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	0	0	No	No response	No response	No response	No response	No response	No response	No response
Legal Aid	Medium	-	-	-	8	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	No	3	2	No	response	No response	response	response	No response	No response	
Legal Prac	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Local Govt	Small	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	3	3	Yes	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No	
Lotterywest	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	2	2	Yes	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No	No	
Main Roads	Large	29	-	-	-	2	-	-	-	-	4	-	15	-	-	-	-	-	-	1	-	1	2	-	-	Yes - fully	5	4	Yes	Yes - fully	Yes - fully	Yes - fully	Being developed	No	No	
Meat Auth	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	2	2	No	No response	No response	No response	No response	No response	No response	No response
Mental Health	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	2	2	Yes	No	No	No	No	No	No	Yes - fully
MERIWA	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Metro Cemeteries	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	3	3	Yes	Yes - fully	No	No	Yes - partially	No	No	
Metro Redev	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	2	2	Yes	No	No	Being developed	No	No	No	
Mid West Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	0	0	Yes	Yes - partially	No	No	Yes - partially	No	No	
Mines & Petroleum	Medium	4	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	3	Yes	No	Being developed	Being developed	No	No	No	
National Trust	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	5	5	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Being developed	
Ombudsman	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	5	4	Yes	Yes - fully	No	Yes - fully	Yes - fully	No	No	
Peel Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	2	2	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	

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Perth Market	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	2	Yes	Being developed	Being developed	No	Yes - partially	No	No
Pilbara Dev	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	2	2	Yes	Yes - partially	Yes - partially	Yes - partially	No	No	No
Pilbara Institute	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	3	3	Yes	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No	No
Planning	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	2	4	Yes	No	Yes - partially	Being developed	Yes - partially	No	No
Police	Large	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	3	Yes	Yes - partially	No	No	Yes - partially	No	No
Polytechnic West	Large	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	4	3	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully
Port Hedland Port	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	4	3	Yes	Yes - partially	Being developed	No	Being developed	Being developed	No
Potato Marketing	Very small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	No response	No response	No	No response	No response	No response	No response	No response	No response
Premier & Cabinet	Medium	5	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	4	3	Yes	Yes - partially	Yes - partially	Yes - partially	No	No	No
PSC	Small	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	3	3	Yes	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	No
Public Prosecutions	Medium	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	4	3	Yes	Being developed	No	No response	Yes - partially	No	No
Public Transport	Large	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	4	4	Yes	Yes - partially	Yes - partially	Yes - fully	No	No	Yes - partially
Racing & Wagering	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	1	1	Yes	No	No	No	No response	No	No
Regional Dev & Lands	Medium	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	2	2	Yes	Yes - fully	Yes - fully	Being developed	Yes - fully	No	Yes - partially
Rottneest Island	Small	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	2	2	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No
SCSA	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	2	2	Yes	No	No	No	No	No	No
Small Business	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	4	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No
South West Dev	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No	No response	No response	No response	No response	No response	No response
South West IT	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	2	2	Yes	Yes - partially	Yes - partially	No	Yes - partially	No	No

Agency	Group	59. If you indicated that you employed graduates or cadets in 2011-12: For graduate(s), please provide the number who have attained each level of education (consider only the highest level each Graduate has completed); and For cadet(s), please provide the number that are currently undertaking each type of qualification.																60. Does your agency use its HRMIS or MOIR data set for internal workforce reporting and strategic planning?	61. A Strategic Workforce Plan (including EEO initiatives) and/or related policy is in place and supports the organisation's strategic goals (please refer to the Maturity Rubric before choosing your rating).	62. Processes or plans are in place to improve the quality of workforce data and systems used for planning purposes, e.g. strategic planning, workforce modelling and skills gap analysis (please refer to the Maturity Rubric before choosing your rating).	63. Does Aboriginal economic wellbeing have any direct or indirect relevance to the purpose of this agency?	64. How does your Agency support the State's participation in the National Indigenous Economic Participation Partnership Agreement objectives, according to each of the following criteria?																								
		Graduates								Cadets												The agency has specific programs and strategies in place to increase Aboriginal economic wellbeing	The agency has partnership agreements with other government agencies, not-for-profit and/or private organisations which focus on economic outcomes for Aboriginal people	The agency has Reconciliation Action Plans (RAPs) incorporating Aboriginal Economic Participation Strategies	Structure, processes and systems are embedded in agency operations to support economic outcomes for Aboriginal people	The agency maintains sustainable positions created for Aboriginal people through the CDEP conversion (for those agencies that receive state funding for this)	The agency's procurement strategies are targeted to identify opportunities for Indigenous Employment																			
		Bachelor Degree (undergraduate)	Bachelor with Honours Degree	Graduate Certificate	Graduate Diploma	Masters Degree	Doctoral Degree	Certificate III	Certificate IV	Diploma	Advanced Diploma	Associate Degree	Bachelor Degree (undergraduate)	Bachelor with Honours Degree	Graduate Certificate	Graduate Diploma	Masters Degree											Doctoral Degree	Certificate III	Certificate IV	Diploma	Advanced Diploma	Associate Degree													
Sport & Rec	Small	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	2	4	Yes	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No	No
State Development	Small	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	2	Yes	Yes - partially	No	No	Yes - partially	Yes - partially	No	No
State Heritage	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	3	3	Yes	No	No	No	Yes - partially	Yes - partially	No	No
Synergy	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	1	1	Yes	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	Yes - partially
Training & Workforce Dev	Medium	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	4	Yes	Yes - fully	Yes - fully	Being developed	Yes - fully	No	No	
Transport (Dept)	Large	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	2	No response	Yes - partially	No response	Being developed	Being developed	No	No	
Treasury (Dept)	Medium	5	1	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	1	4	Yes	Yes - partially	Being developed	Yes - fully	Yes - partially	No	Yes - partially	
Treasury Corp	Schedule 1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	5	4	No	No response	No response	No response	No response	No response	No response	No response
VenuesWest	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	1	1	No	No response	No response	No response	No response	No response	No response	No response
Verve Energy	Schedule 1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	4	1	No	No response	No response	No response	No response	No response	No response	No response
WA College of Teaching	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
WAIRC	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	1	1	Yes	Being developed	No	Yes - fully	Yes - partially	No	No	
Water (Dept)	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	3	Yes	Yes - partially	Yes - partially	No	Yes - partially	No	Being developed	
Water Corp	Schedule 1	18	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	4	Yes	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No	Yes - partially	
West Coast IT	Medium	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	4	4	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	
Western Power	Schedule 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No response	No response	No response	Yes	Being developed	Yes - fully	Being developed	Being developed	No	Being developed	
Wheatbelt Dev	Very small	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - partially	3	3	Yes	Yes - fully	Yes - fully	No response	Yes - fully	No	No	
WorkCover	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Yes - fully	4	3	No	No response	No response	No response	No response	No response	No response	No response
Zoo	Small	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	Being developed	2	2	Yes	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No	Yes - partially

Agency	Group	64. How does your Agency support the State's participation in the National Indigenous Economic Participation Partnership Agreement objectives, according to each of the following criteria? (continued)							65. In the context of your responses to the question above, please rate your agency's extent of development of strategies you have in place, to support the NIEP partnership agreement objectives (please refer to the Maturity Rubric before choosing your rating).	66. How does your agency work to minimise the risk of injury and/or disease in the workplace?							67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury?		
		The agency has measurable indigenous workforce strategies including target driven recruitment (may include particular strategies in your EEO Management Plan)	The agency actively engages with Aboriginal clients to better understand their needs relevant to the agency's services	The agency collects and reviews data to determine the proportion of aboriginal clients that have accessed its services	The agency monitors how it is perceived by Aboriginal clients (current and potential clients)	Staff have a contemporary understanding of Aboriginal people and culture and how this relates to the work of the agency	Other	Specific systems and policies have been developed, implemented, monitored and reviewed		Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific systems and policies have been developed, implemented, monitored and reviewed	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	
Agriculture & Food	Large	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Albany Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Animal Resources	Small	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Architects Board	Very small	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	Yes - fully	Yes - fully	Yes - fully	
Attorney General	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Auditor General	Small	No	No	No	No	No	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Botanic Gardens	Small	Being developed	Yes - partially	No	No	Yes - partially	No response	1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - partially	
Broome Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	
Bunbury Port	Schedule 1	No	Yes - partially	No	Being developed	Yes - partially	No response	2	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Being developed	No response	Yes - fully	Yes - partially	Yes - fully	
Bunbury Water	Small	No response	No response	No response	No response	No response	No response	1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	
Burswood Park	Very small	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	
Busselton Water	Small	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	
C Y O'Connor Institute	Small	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
CCC	Small	Yes - partially	Yes - partially	No	Yes - partially	Yes - partially	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Central IT	Large	No	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No response	3	Yes - fully	Yes - fully	Being developed	Yes - partially	Being developed	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Challenger IT	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Being developed	No response	Yes - fully	Yes - fully	Yes - partially	
Chem Centre	Small	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response	Yes - fully	Yes - fully	Yes - fully	
Child Protection	Large	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	4	Yes - partially	Yes - partially	Yes - partially	Being developed	Yes - partially	Yes - partially	No response	Being developed	Being developed	Yes - partially	
Children & Young People	Very small	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
CHSHA	Small	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	



Agency	Group	64. How does your Agency support the State's participation in the National Indigenous Economic Participation Partnership Agreement objectives, according to each of the following criteria? (continued)							65. In the context of your responses to the question above, please rate your agency's extent of development of strategies you have in place, to support the NIEP partnership agreement objectives (please refer to the Maturity Rubric before choosing your rating).	66. How does your agency work to minimise the risk of injury and/or disease in the workplace?							67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury?		
		The agency has measurable indigenous workforce strategies including target driven recruitment (may include particular strategies in your EEO Management Plan)	The agency actively engages with Aboriginal clients to better understand their needs relevant to the agency's services	The agency collects and reviews data to determine the proportion of Aboriginal clients that have accessed its services	The agency monitors how it is perceived by Aboriginal clients (current and potential clients)	Staff have a contemporary understanding of Aboriginal people and culture and how this relates to the work of the agency	Other	Specific systems and policies have been developed, implemented, monitored and reviewed		Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific systems and policies have been developed, implemented, monitored and reviewed	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	
CITF	Very small	No	Yes - partially	Being developed	No	Yes - partially	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	No	No	No	
Commerce	Medium	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	2	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Communities	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	3	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No response	Being developed	Yes - partially	Yes - partially	
Corrective Services	Large	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	3	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No response	Yes - fully	Yes - partially	Yes - partially	
Culture and the Arts	Medium	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	3	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - partially	Yes - partially	
Custodial Services	Very small	No response	No response	No response	No response	No response	No response	5	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Dampier Port	Schedule 1	No response	No response	No response	No response	No response	No response	1	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	
Disability Services	Large	Yes - partially	Yes - partially	Yes - fully	Being developed	Yes - partially	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Drug & Alcohol	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	
Durack IT	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	Yes - fully	Yes - fully	
Educ Services	Small	Yes - partially	Yes - partially	No	No	Yes - partially	No response	2	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Being developed	Being developed	No response	Yes - partially	Yes - fully	Yes - partially	
Education	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	4	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	
Electoral Comm	Small	Being developed	Being developed	Being developed	Being developed	Yes - partially	No response	2	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - partially	Yes - fully	Yes - fully	
Env & Conservation	Large	Yes - fully	Yes - fully	Yes - partially	No	Yes - partially	No response	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	
Environment Protection	Small	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	
Equal Opp	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	Yes - fully	Yes - fully	
ERA	Small	No	Being developed	No	Being developed	Being developed	No response	2	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Being developed	No response	No	No	No	
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
FESA	Large	Yes - fully	Yes - partially	No	No	Yes - partially	No response	2	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	Yes - partially	Yes - partially	
Finance	Large	Yes - fully	No	No	No	Yes - partially	No response	1	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	

Agency	Group	64. How does your Agency support the State's participation in the National Indigenous Economic Participation Partnership Agreement objectives, according to each of the following criteria? (continued)						65. In the context of your responses to the question above, please rate your agency's extent of development of strategies, or the maturity of systems in relation to strategies you have in place, to support the NIEP partnership agreement objectives (please refer to the Maturity Rubric before choosing your rating).	66. How does your agency work to minimise the risk of injury and/or disease in the workplace?							67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury?			
		The agency has measurable indigenous workforce strategies including target driven recruitment (may include particular strategies in your EEO Management Plan)	The agency actively engages with Aboriginal clients to better understand their needs relevant to the agency's services	The agency collects and reviews data to determine the proportion of Aboriginal clients that have accessed its services	The agency monitors how it is perceived by Aboriginal clients (current and potential clients)	Staff have a contemporary understanding of Aboriginal people and culture and how this relates to the work of the agency	Other		Specific systems and policies have been developed, implemented, monitored and reviewed	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific systems and policies have been developed, implemented, monitored and reviewed	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	
Fisheries	Medium	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Forest Products	Small	No response	No response	No response	No response	No response	No response	5	Yes - fully	Yes - fully	Yes - fully	No	No	No	No response	Being developed	Being developed	Being developed	
Fremantle Port	Schedule 1	No	Yes - partially	No	No	Yes - partially	No response	1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
Gascoyne Dev	Very small	No	Yes - fully	No	Yes - partially	Yes - fully	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
GESB	Medium	No response	No response	No response	No response	No response	response	0	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	
GoldEsp Dev	Very small	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	
Gr Southern Dev	Very small	No	Yes - fully	No	No	Yes - fully	Yes - fully	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Great Southern IT	Medium	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - partially	
Greyhound Racing	Schedule 1	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response	Yes - fully	Yes - fully	Yes - fully	
HaDSCO	Very small	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Health	Large	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	Yes - partially	Yes - fully	
Healthway	Very small	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Horizon Power	Schedule 1	Yes - fully	Yes - partially	No	Yes - partially	Being developed	Yes - fully	3	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Housing	Large	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No response	Yes - fully	
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response	No response	No response	No response	
Indigenous Affairs	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	
Info Commissioner	Very small	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No	No	No	No	
Insurance Comm	Medium	No response	No response	No response	No response	No response	No response	1	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	



Agency	Group	64. How does your Agency support the State's participation in the National Indigenous Economic Participation Partnership Agreement objectives, according to each of the following criteria? (continued)						65. In the context of your responses to the question above, please rate your agency's extent of development of strategies you have in place, to support the NIEP partnership agreement objectives (please refer to the Maturity Rubric before choosing your rating).	66. How does your agency work to minimise the risk of injury and/or disease in the workplace?								67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury?		
		The agency has measurable indigenous workforce strategies including target driven recruitment (may include particular strategies in your EEO Management Plan)	The agency actively engages with Aboriginal clients to better understand their needs relevant to the agency's services	The agency collects and reviews data to determine the proportion of aboriginal clients that have accessed its services	The agency monitors how it is perceived by Aboriginal clients (current and potential clients)	Staff have a contemporary understanding of Aboriginal people and culture and how this relates to the work of the agency	Other		Specific systems and policies have been developed, implemented, monitored and reviewed	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific systems and policies have been developed, implemented, monitored and reviewed	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	
Kimberley Dev	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	5	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	
Kimberley TI	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No response	Being developed	Being developed	Being developed	
LandCorp	Schedule 1	Yes - fully	Yes - fully	No response	No response	Yes - partially	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No response	Yes - fully	Yes - partially	Yes - fully	
Landgate	Medium	Yes - fully	Yes - partially	No	No	Yes - partially	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	No	Yes - fully	
Law Reform	Very small	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	Yes - fully	Yes - fully	Yes - fully		
Legal Aid	Medium	No response	No response	No response	No response	No response	No response	0	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No response	Yes - fully	Yes - partially	Yes - partially	
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Local Govt	Small	Being developed	Being developed	No	No	Being developed	Yes - fully	3	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	No	No response	Yes - partially	Yes - partially	Yes - partially	
Lotterywest	Small	Yes - partially	Yes - partially	No response	Yes - partially	Yes - fully	No response	3	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - partially	Yes - fully	
Main Roads	Large	Yes - partially	Yes - fully	No	Yes - partially	Yes - partially	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Meat Auth	Very small	No response	No response	No response	No response	No response	No response	0	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Being developed	No response	Yes - partially	Yes - partially	Yes - partially	
Mental Health	Small	No	Yes - fully	Yes - partially	No	Being developed	No	0	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	No response	Being developed	Being developed	Being developed	
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Metro Cemeteries	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Being developed	Yes - partially	
Metro Redev	Small	No	No	No	No	No	No response	1	Being developed	Being developed	Being developed	Yes - fully	Yes - partially	Being developed	No response	Yes - partially	Being developed	Being developed	
Mid West Dev	Very small	No	Yes - fully	No	No	Yes - fully	No response	1	No	No	No	Yes - fully	Yes - fully	No	No response	No	No	No	
Mines & Petroleum	Medium	Yes - fully	Yes - fully	No	Being developed	Yes - partially	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response	Yes - fully	Yes - fully	Yes - fully	
National Trust	Small	Being developed	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Ombudsman	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	
Peel Dev	Very small	Yes - fully	Yes - fully	No	No	Yes - fully	No response	4	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - partially	

Agency	Group	64. How does your Agency support the State's participation in the National Indigenous Economic Participation Partnership Agreement objectives, according to each of the following criteria? (continued)							65. In the context of your responses to the question above, please rate your agency's extent of development of strategies you have in place, to support the NIEP partnership agreement objectives (please refer to the Maturity Rubric before choosing your rating).	66. How does your agency work to minimise the risk of injury and/or disease in the workplace?							67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury?			
		The agency has measurable indigenous workforce strategies including target driven recruitment (may include particular strategies in your EEO Management Plan)	The agency actively engages with Aboriginal clients to better understand their needs relevant to the agency's services	The agency collects and reviews data to determine the proportion of Aboriginal clients that have accessed its services	The agency monitors how it is perceived by Aboriginal clients (current and potential clients)	Staff have a contemporary understanding of Aboriginal people and culture and how this relates to the work of the agency	Other	Specific systems and policies have been developed, implemented, monitored and reviewed		Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific systems and policies have been developed, implemented, monitored and reviewed	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues		
Perth Market	Small	No	No	No	No	Yes - partially	No response	1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully		
Pilbara Dev	Very small	No	Yes - partially	No	No	Yes - partially	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No	Yes - partially	No	Being developed	Yes - fully	Being developed		
Pilbara Institute	Small	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	No response	Yes - fully	Yes - fully	Yes - partially		
Planning	Medium	Being developed	Yes - partially	No	No	Being developed	No response	1	Being developed	Yes - partially	Yes - partially	Being developed	Being developed	Yes - partially	No response	Yes - partially	Being developed	Yes - partially		
Police	Large	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully		
Polytechnic West	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - partially	No response	Yes - partially	Being developed	Yes - fully		
Port Hedland Port	Schedule 1	Yes - fully	Being developed	No	No	Being developed	No response	3	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Being developed	No response	Yes - partially	Yes - partially	Yes - partially		
Potato Marketing	Very small	No response	No response	No response	No response	No response	No response	No response	No	Yes - fully	Yes - fully	No	No	No response	No	Yes - fully	Yes - fully	Yes - fully		
Premier & Cabinet	Medium	Yes - partially	No	No	No	Being developed	No response	1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully		
PSC	Small	Yes - fully	Yes - fully	No	No	Being developed	No	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully		
Public Prosecutions	Medium	Yes - partially	No	No	No	Yes - partially	No response	2	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	No	No response	Yes - fully	Yes - partially	Yes - fully		
Public Transport	Large	Yes - partially	Yes - partially	No	Yes - partially	Yes - partially	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully		
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Being developed	No	No response	Yes - fully	Yes - partially	Being developed		
Racing, Gaming & Liquor	Small	Being developed	Yes - fully	No	No	Yes - fully	No response	1	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	No	No response	Being developed	No	Being developed		
Regional Dev & Lands	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	3	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully		
Rottneet Island	Small	Being developed	Yes - partially	No	No	Yes - partially	No response	3	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially		
SCSA	Small	Being developed	Yes - fully	No	Yes - partially	Yes - fully	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully		
Small Business	Small	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	No response	Yes - fully	Yes - fully	Yes - fully		
South West Dev	Small	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully		
South West IT	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	No response	Being developed	No	No		

Agency	Group	64. How does your Agency support the State's participation in the National Indigenous Economic Participation Partnership Agreement objectives, according to each of the following criteria? (continued)						65. In the context of your responses to the question above, please rate your agency's extent of development of strategies you have in place, to support the NIEP partnership agreement objectives (please refer to the Maturity Rubric before choosing your rating).	66. How does your agency work to minimise the risk of injury and/or disease in the workplace?							67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury?		
		The agency has measurable indigenous workforce strategies including target driven recruitment (may include particular strategies in your EEO Management Plan)	The agency actively engages with Aboriginal clients to better understand their needs relevant to the agency's services	The agency collects and reviews data to determine the proportion of Aboriginal clients that have accessed its services	The agency monitors how it is perceived by Aboriginal clients (current and potential clients)	Staff have a contemporary understanding of Aboriginal people and culture and how this relates to the work of the agency	Other		Specific systems and policies have been developed, implemented, monitored and reviewed	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues	Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific systems and policies have been developed, implemented, monitored and reviewed	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for consultation with staff and dealing with issues
Sport & Rec	Small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully
State Development	Small	Being developed	Yes - partially	No	No	Yes - partially	No response	4	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Being developed	Being developed	No response	Yes - partially	Being developed	Yes - partially
State Heritage	Small	No	Yes - partially	No	No	Being developed	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	No	Yes - partially	No	No	Yes - partially	No response	3	Yes - partially	Yes - partially	Being developed	Yes - partially	No	Yes - partially	No response	Yes - partially	No	No
Training & Workforce Dev	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully
Transport (Dept)	Large	Being developed	No	No	No	Being developed	No response	2	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - partially	Yes - partially
Treasury (Dept)	Medium	Being developed	Yes - partially	Being developed	Being developed	Yes - partially	No	3	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Being developed	Being developed	Yes - fully	Yes - fully	Yes - partially	Yes - partially
Treasury Corp	Schedule 1	No response	No response	No response	No response	No response	No response	0	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No response	No response	Yes - fully	Yes - fully	Yes - fully
VenuesWest	Medium	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - partially	Yes - fully
Verve Energy	Schedule 1	No response	No response	No response	No response	No response	No response	0	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully
WA College of Teaching	Small	No response	No response	No response	No response	No response	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully
WAIRC	Small	Yes - fully	Being developed	Yes - fully	No	Yes - fully	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully
Water (Dept)	Medium	Being developed	Yes - partially	Being developed	Being developed	Being developed	No response	2	Yes - partially	Yes - fully	Yes - fully	Being developed	Yes - partially	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully
Water Corp	Schedule 1	Being developed	Yes - partially	Being developed	No	Yes - partially	No response	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully
West Coast IT	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	4	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	No response	Yes - partially	Yes - fully	Yes - fully
Western Power	Schedule 1	Yes - partially	No	No	No	Yes - partially	Yes - partially	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Wheatbelt Dev	Very small	Being developed	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully
WorkCover	Small	No response	No response	No response	No response	No response	No response	2	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully
Zoo	Small	Yes - partially	No	Yes - fully	Yes - partially	Yes - partially	No response	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully

Agency	Group	67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury? (continued)				68. How does your agency work to minimize the risk of bullying and/or harassment in the workplace?							69. Did your agency have any workplace health and wellbeing programs in place during 2011-12?	70. Which of the following issues did your agency's health and wellbeing programs target?								
		Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific policies have been developed and implemented	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for dealing with allegations	Senior management monitors and ensures that incidents are properly addressed	Senior managers receive training in how to respond to allegations of bullying and harassment	The agency has a bullying and/or harassment officer(s) to whom employees can report incidents	Other		Yes - fully	✓	✓	✓	×	✓	✓	✓	✓
Agriculture & Food	Large	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No	No response	Yes - fully	✓	✓	✓	×	✓	✓	✓	✓	
Albany Port	Schedule 1	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	No	No response	Being developed	×	×	×	×	×	×	×	×	
Animal Resources	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	✓	✓	×	×	×	×	×	✓	×
Architects Board	Very small	Yes - fully	No	No	No response	Yes - fully	Yes - fully	No	Yes - fully	No	No	No response	No	×	×	×	×	×	×	×	×	×
Attorney General	Large	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	✓	✓	×	
Auditor General	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	×	✓	×	×	×	×	×	×	✓
Botanic Gardens	Small	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	Yes - partially	✓	✓	×	×	×	×	×	✓	×
Broome Port	Schedule 1	Yes - fully	Being developed	No	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	Yes - partially	✓	✓	×	×	×	×	×	×	×
Bunbury Port	Schedule 1	Yes - fully	Yes - partially	Being developed	No response	Being developed	Being developed	Yes - fully	Yes - fully	Being developed	Yes - partially	No response	Yes - fully	✓	✓	×	×	✓	✓	✓	✓	
Bunbury Water	Small	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	✓	✓	✓	×	×	✓	✓	×	
Burswood Park	Very small	Yes - partially	Yes - partially	Being developed	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Being developed	Yes - fully	No response	Being developed	×	×	×	×	×	×	×	×	×
Busselton Water	Small	Yes - fully	Yes - fully	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	No	×	×	×	×	×	×	×	×	×
C Y O'Connor Institute	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	✓	×	
CCC	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - partially	✓	✓	×	×	×	×	×	×	×
Central IT	Large	Yes - partially	Yes - partially	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	✓	×	×	✓	✓	×	×
Challenger IT	Medium	Yes - partially	Being developed	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - partially	✓	✓	×	×	✓	✓	✓	×	×
Chem Centre	Small	Yes - fully	Yes - fully	No	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Being developed	×	×	×	×	×	×	×	×	×
Child Protection	Large	Yes - partially	Yes - partially	Being developed	No response	Yes - fully	Being developed	Yes - partially	Being developed	Being developed	No	No response	Yes - partially	×	✓	✓	✓	×	×	×	×	×
Children & Young People	Very small	Yes - fully	No	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - partially	×	✓	×	×	×	×	×	×	✓
CHSHA	Small	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	×	×	×	×	×	×	×	×

Agency	Group	67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury? (continued)				68. How does your agency work to minimize the risk of bullying and/or harassment in the workplace?							69. Did your agency have any workplace health and wellbeing programs in place during 2011-12?	70. Which of the following issues did your agency's health and wellbeing programs target?									
		Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific policies have been developed and implemented	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for dealing with allegations	Senior management monitors and ensures that incidents are properly addressed	Senior managers receive training in how to respond to allegations of bullying and harassment	The agency has a bullying and/or harassment officer(s) to whom employees can report incidents	Other		Being developed	General lifestyle / health / fitness (e.g. counselling or periodic assessments)	Ergonomics (e.g. workstation assessments)	Smoking	Alcohol use	Diet	Exercise	Mental health	Other	
CITF	Very small	No	No	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Being developed	x	x	x	x	x	x	x	x	x	
Commerce	Medium	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	x	x	✓	✓	✓	✓	x	
Communities	Medium	Yes - partially	Being developed	Yes - partially	No response	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	✓	✓	x	x	✓	✓	x	x	x	
Corrective Services	Large	Yes - partially	Being developed	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	x	x	x	x	✓	x	x	
Culture and the Arts	Medium	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	✓	✓	x	x	x	✓	✓	✓	✓	
Custodial Services	Very small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	x	✓	x	x	x	x	x	x	✓	
Dampier Port	Schedule 1	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	Yes - partially	✓	x	x	✓	x	x	x	x	x	
Disability Services	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	✓	x	✓	✓	✓	✓	x	
Drug & Alcohol	Small	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	No response	Yes - fully	✓	✓	x	✓	✓	✓	✓	✓	x	
Durack IT	Medium	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	x	✓	✓	✓	x	x	
Educ Services	Small	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	✓	x	✓	✓	x	x	x	
Education	Large	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	x	x	x	x	x	x	✓	
Electoral Comm	Small	Yes - fully	No	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	x	x	x	✓	✓	✓	✓	
Env & Conservation	Large	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	✓	✓	✓	x
Environment Protection	Small	Being developed	Being developed	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	✓	✓	✓	x
Equal Opp	Small	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	Yes - partially	✓	✓	x	x	x	x	x	x	x	x
ERA	Small	No	No	No	No response	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No	Yes - fully	No response	Yes - fully	✓	✓	x	x	x	✓	x	x	x	
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	x	x
FESA	Large	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - partially	✓	✓	x	x	✓	✓	✓	✓	✓	✓
Finance	Large	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	✓	✓	x	x	x	x	✓	✓	✓	✓

Agency	Group	67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury? (continued)				68. How does your agency work to minimize the risk of bullying and/or harassment in the workplace?							69. Did your agency have any workplace health and wellbeing programs in place during 2011-12?	70. Which of the following issues did your agency's health and wellbeing programs target?							
		Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific policies have been developed and implemented	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for dealing with allegations	Senior management monitors and ensures that incidents are properly addressed	Senior managers receive training in how to respond to allegations of bullying and harassment	The agency has a bullying and/or harassment officer(s) to whom employees can report incidents	Other		Yes - fully	General lifestyle / health / fitness (e.g. counselling or periodic assessments)	Ergonomics (e.g. workstation assessments)	Smoking	Alcohol use	Diet	Exercise	Mental health
Fisheries	Medium	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Being developed	Yes - fully	No response	Yes - fully	✓	×	×	×	×	✓	✓	×
Forest Products	Small	Yes - fully	Yes - fully	No	No response	Yes - fully	Yes - fully	Yes - fully	No	No	Yes - fully	No response	No	×	×	×	×	×	×	×	×
Fremantle Port	Schedule 1	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	✓	✓	✓
Gascoyne Dev	Very small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No	No	No response	No	×	×	×	×	×	×	×	×
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	×	×	×	×	×	×	×	×
GESB	Medium	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	✓	✓	✓
Gold Corporation	Schedule 1	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	No	×	×	×	×	×	×	×	×
GoldEsp Dev	Very small	Yes - fully	No	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No	No response	No	×	×	×	×	×	×	×	×
Gr Southern Dev	Very small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - partially	×	✓	×	×	×	×	×	✓
Great Southern IT	Medium	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	No response	Yes - fully	✓	✓	×	×	×	×	✓	✓
Greyhound Racing	Schedule 1	Yes - fully	Yes - fully	No	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response	No	×	×	×	×	×	×	×	×
HaDSCO	Very small	Yes - fully	Yes - fully	No response	No response	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No	No response	No	×	×	×	×	×	×	×	×
Health	Large	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	✓	✓	✓	✓	✓	✓	✓	×
Healthway	Very small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	×	✓
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	×	×	×	×	×	×	×	×
Housing	Large	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	✓	✓	✓	✓	✓	✓	✓	×
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	×	×	✓	✓	×
Indigenous Affairs	Small	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	×	×	×	✓	×	✓
Info Commissioner	Very small	Yes - partially	No	Yes - partially	No	No	No	No	No	No	No	No	Yes - partially	×	✓	×	×	×	×	✓	✓
Insurance Comm	Medium	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - partially	✓	✓	×	×	×	✓	×	✓

Agency	Group	67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury? (continued)				68. How does your agency work to minimize the risk of bullying and/or harassment in the workplace?							69. Did your agency have any workplace health and wellbeing programs in place during 2011-12?	70. Which of the following issues did your agency's health and wellbeing programs target?								
		Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific policies have been developed and implemented	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for dealing with allegations	Senior management monitors and ensures that incidents are properly addressed	Senior managers receive training in how to respond to allegations of bullying and harassment	The agency has a bullying and/or harassment officer(s) to whom employees can report incidents	Other		Yes - fully	General lifestyle / health / fitness (e.g. counselling or periodic assessments)	Ergonomics (e.g. workstation assessments)	Smoking	Alcohol use	Diet	Exercise	Mental health	Other
Kimberley Dev	Very small	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	x	✓	✓	x	x	x	x	x	x
Kimberley TI	Small	Yes - partially	Being developed	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	x	x	x	x	x	x	x
LandCorp	Schedule 1	Yes - fully	Yes - partially	No response	No response	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	Yes - fully	No response	Yes - fully	✓	✓	x	x	✓	x	✓	x	
Landgate	Medium	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	x	x	x	✓	✓	✓	
Law Reform	Very small	Yes - fully	No	No	No response	No	No	Yes - fully	Yes - fully	No	No	No response	No	x	x	x	x	x	x	x	x	x
Legal Aid	Medium	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No	Yes - fully	No response	Yes - partially	✓	✓	x	x	x	✓	✓	✓	
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	x
Local Govt	Small	No	No	No	No response	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	✓	✓	x	x	✓	✓	✓	x	
Lotterywest	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	✓	x	
Main Roads	Large	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	✓	✓	
Meat Auth	Very small	Yes - fully	Yes - partially	Being developed	No response	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Being developed	Yes - fully	No response	No	x	x	x	x	x	x	x	x	
Mental Health	Small	Being developed	Being developed	Being developed	Being developed	Yes - partially	Being developed	Being developed	Being developed	Being developed	Being developed	No response	Yes - fully	✓	✓	✓	x	x	✓	✓	x	
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	x	x	x	x	x	x	x	x	
Metro Cemeteries	Small	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	Yes - fully	✓	✓	x	x	✓	✓	✓	✓	
Metro Redev	Small	Yes - fully	Yes - partially	Being developed	No response	Being developed	Being developed	Being developed	Yes - partially	Being developed	Yes - partially	No response	Yes - partially	x	x	x	x	x	x	✓	x	
Mid West Dev	Very small	Yes - fully	Yes - fully	No	No response	No	Yes - partially	No	Yes - fully	No	No	No response	Being developed	x	x	x	x	x	x	x	x	
Mines & Petroleum	Medium	Yes - fully	Yes - fully	No	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	Yes - fully	✓	✓	x	x	✓	✓	✓	✓	
National Trust	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	x	x	x	✓	x	x	
Ombudsman	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	x	x	x	x	x	x	
Peel Dev	Very small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	x	x	x	x	x	x	



Agency	Group	67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury? (continued)				68. How does your agency work to minimize the risk of bullying and/or harassment in the workplace?							69. Did your agency have any workplace health and wellbeing programs in place during 2011-12?	70. Which of the following issues did your agency's health and wellbeing programs target?								
		Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific policies have been developed and implemented	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for dealing with allegations	Senior management monitors and ensures that incidents are properly addressed	Senior managers receive training in how to respond to allegations of bullying and harassment	The agency has a bullying and/or harassment officer(s) to whom employees can report incidents	Other		Yes - fully	General lifestyle / health / fitness (e.g. counselling or periodic assessments)	Ergonomics (e.g. workstation assessments)	Smoking	Alcohol use	Diet	Exercise	Mental health	Other
Perth Market	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	×	×	×	×	×	×	×
Pilbara Dev	Very small	Being developed	No	Yes - partially	No	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	Being developed	No	No	×	×	×	×	×	×	×	×	×
Pilbara Institute	Small	Yes - partially	Being developed	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	×	×	✓	×	×	×	×	×	×
Planning	Medium	Being developed	No	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	✓	✓	✓	×
Police	Large	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	✓	✓	×
Polytechnic West	Large	Yes - partially	Being developed	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	×	✓	✓	×	×	×
Port Hedland Port	Schedule 1	Yes - fully	Yes - partially	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	×	×	×	✓	✓	✓	×
Potato Marketing	Very small	No	No	No	No response	No	Yes - fully	Yes - fully	No	No	No	No response	Yes - partially	✓	×	×	×	×	×	×	×	×
Premier & Cabinet	Medium	Yes - fully	Yes - fully	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	×	×	✓	✓	✓	✓	×
PSC	Small	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	Yes - fully	✓	✓	×	×	×	×	×	✓	×
Public Prosecutions	Medium	Yes - fully	No	No	No response	Being developed	Yes - fully	Yes - fully	Yes - partially	Being developed	No	No response	Yes - partially	×	✓	×	×	×	×	✓	×	×
Public Transport	Large	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	✓	✓	×
Racing & Wagering	Schedule 1	No	No	Being developed	No response	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	Yes - fully	No response	Being developed	×	×	×	×	×	×	×	×	×
Racing, Gaming & Liquor	Small	Yes - partially	No	No	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	✓	✓	×	×	×	×	×	×	✓
Regional Dev & Lands	Medium	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	✓	✓	✓	×
Rottnest Island	Small	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	Yes - partially	✓	✓	×	×	×	×	×	×	×
SCSA	Small	Yes - fully	No	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - fully	No response	No	×	×	×	×	×	×	×	×	×
Small Business	Small	Yes - fully	Yes - fully	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	✓	×	×	×
South West Dev	Small	Yes - fully	No	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	×	×	×	×	×	✓	×	×	×
South West IT	Medium	Yes - fully	Yes - fully	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	No	×	×	×	×	×	×	×	×	×



Agency	Group	67. How does your agency work to minimise the amount of time an injured worker is absent from work following a workplace injury? (continued)				68. How does your agency work to minimize the risk of bullying and/or harassment in the workplace?							69. Did your agency have any workplace health and wellbeing programs in place during 2011-12?	70. Which of the following issues did your agency's health and wellbeing programs target?								
		Senior management monitors and ensures that incidents are properly addressed	Senior management utilises safety, workers compensation and injury management performance data to regularly monitor the success of associated strategies	Senior managers receive training in how to respond to and manage workplace injuries	Other	Specific policies have been developed and implemented	Policies are communicated to all staff through various awareness raising initiatives (e.g. email, intranet, posters etc)	Clear processes have been established for dealing with allegations	Senior management monitors and ensures that incidents are properly addressed	Senior managers receive training in how to respond to allegations of bullying and harassment	The agency has a bullying and/or harassment officer(s) to whom employees can report incidents	Other		Yes - fully	Yes - partially	✓	✓	✓	✓	✓	✓	✓
Sport & Rec	Small	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	✓	✓	×
State Development	Small	Yes - partially	Being developed	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	Yes - partially	✓	✓	×	×	×	×	×	×	×
State Heritage	Small	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	✓	✓	✓	×
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	×	×	×	×	×	×	×	×	×
Tourism	Small	No	No	No	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No	Yes - fully	No response	Yes - partially	✓	✓	×	×	×	×	×	✓	✓
Training & Workforce Dev	Medium	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	✓	✓	✓	✓
Transport (Dept)	Large	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No	No response	Yes - fully	✓	✓	✓	×	✓	✓	✓	✓	✓
Treasury (Dept)	Medium	Yes - partially	Being developed	Being developed	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	✓	✓	×	×	×	✓	✓	✓	✓
Treasury Corp	Schedule 1	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	✓	✓	✓	×
VenuesWest	Medium	Yes - partially	No	Being developed	No response	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	Yes - partially	✓	×	×	×	×	✓	✓	✓	×
Verve Energy	Schedule 1	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	✓	×	×	×	✓	✓	✓	✓	✓
WA College of Teaching	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	×	×	✓	✓	✓	✓	×
WAIRC	Small	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Being developed	Yes - fully	No response	Yes - fully	✓	✓	×	×	✓	×	×	×	×
Water (Dept)	Medium	Yes - partially	Yes - partially	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	×	✓	×	✓	✓	✓	×
Water Corp	Schedule 1	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	✓	✓	×	×	×	×	✓	✓	×
West Coast IT	Medium	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No response	Yes - fully	✓	✓	✓	✓	✓	✓	✓	✓	×
Western Power	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	Yes - fully	✓	✓	×	×	×	×	×	×	✓
Wheatbelt Dev	Very small	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	✓	✓	✓	×	×	×	✓	✓	×
WorkCover	Small	Yes - fully	Yes - partially	No	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	✓	✓	×	×	×	✓	×	×	×
Zoo	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - partially	✓	×	✓	×	×	✓	✓	✓	×

Agency	Group	71. Did your agency use any of the following strategies in 2011-12 to accommodate employees with ongoing health issues?								72. Has your agency undertaken any of the following initiatives to reduce the regulatory burden on business and the community?						
		Flexible working arrangements	Supervisory support and assistance	Social inclusion strategies	Workplace diversity strategies	Up skilling	Targeted training	Health resources and services	Other	Undertaken an associated review or regulatory impact assessment	Developed target timeframes for specific decision making processes	Published or communicated internal policies and guidelines used in decision-making processes (email, intranet, information sessions) with the aim of increasing awareness and efficiency	Taken direct action to reduce regulatory burdens or improve regulation making processes specific to a core area of your business	Developed online systems to reduce paperwork and/or speed up processes	Undertaken critical path or workflow analysis to simplify tasks, systems and processes	Other
Agriculture & Food	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	No	No	Yes - fully	Yes - partially	Yes - partially	No response
Albany Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	No	Yes - partially	No response
Animal Resources	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response
Architects Board	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No	Yes - partially	Yes - partially	Being developed	Being developed	Yes - partially	No response
Attorney General	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response
Auditor General	Small	Yes - fully	Yes - fully	Yes - fully	No response	No response	No response	No response	No response	No	No	No	No	No	No	No response
Botanic Gardens	Small	Yes - fully	Yes - fully	No	No	No	Being developed	Yes - fully	No response	No	Being developed	Yes - partially	No	Being developed	No	No response
Broome Port	Schedule 1	Yes - fully	Yes - partially	No	No	No	No	Yes - partially	No response	No response	No response	No response	No response	No response	No response	No response
Bunbury Port	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	No	No response	Being developed	Yes - partially	Yes - partially	No response	No response
Bunbury Water	Small	Yes - fully	Yes - fully	No response	No response	No response	No response	Yes - fully	No response	No	Yes - partially	Yes - fully	No	Yes - partially	Yes - partially	No response
Burswood Park	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No	Yes - partially	No	Being developed	Being developed	Being developed	No response
Busseton Water	Small	No response	No response	No response	No response	No response	No response	No response	No response	Being developed	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	No response
C Y O'Connor Institute	Small	Yes - fully	Yes - fully	No	Yes - partially	Yes - partially	Yes - partially	No	No response	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully
CCC	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
Central IT	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	No response	No	No	No	No	Yes - partially	Yes - partially	No
Challenger IT	Medium	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	No	Yes - fully	Yes - fully	No	Yes - partially	Yes - partially	No
Chem Centre	Small	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	No	No	No response
Child Protection	Large	Yes - partially	Yes - partially	No	Yes - partially	Yes - partially	No	Yes - fully	No response	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Being developed	Yes - partially	No response
Children & Young People	Very small	Yes - fully	Yes - fully	No	No	No	No	No	No response	No	No	Yes - partially	No	Yes - fully	No	No response
CHSHA	Small	Yes - fully	Yes - fully	No	No	No	No	No	No response	No	Yes - partially	Yes - partially	Yes - partially	No	No	No response

Agency	Group	71. Did your agency use any of the following strategies in 2011-12 to accommodate employees with ongoing health issues?								72. Has your agency undertaken any of the following initiatives to reduce the regulatory burden on business and the community?						
		Flexible working arrangements	Supervisory support and assistance	Social inclusion strategies	Workplace diversity strategies	Up skilling	Targeted training	Health resources and services	Other	Undertaken an associated review or regulatory impact assessment	Developed target timeframes for specific decision making processes	Published or communicated internal policies and guidelines used in decision-making processes (email, intranet, information sessions) with the aim of increasing awareness and efficiency	Taken direct action to reduce regulatory burdens or improve regulation making processes specific to a core area of your business	Developed online systems to reduce paperwork and/or speed up processes	Undertaken critical path or workflow analysis to simplify tasks, systems and processes	Other
CITF	Very small	No response	No response	No response	No response	No response	No response	No response	No response	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Commerce	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No response
Communities	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No	Yes - partially	No response	No	No	No	No	Being developed	No	No response
Corrective Services	Large	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No	No response	No	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response
Culture and the Arts	Medium	Yes - fully	Yes - partially	No	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
Custodial Services	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No	No response	No	No	No	No	No	No response	No
Dampier Port	Schedule 1	Being developed	Yes - partially	No	No	No	Yes - partially	Being developed	No response	No	No	No	No	Yes - partially	No	No response
Disability Services	Large	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
Drug & Alcohol	Small	Yes - fully	Yes - fully	No	No	Yes - partially	Yes - partially	Yes - fully	No response	No	No	Yes - fully	Yes - fully	No	No	No response
Durack IT	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	No	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	No response
Educ Services	Small	Yes - fully	Yes - partially	No	No	Yes - fully	Yes - fully	Yes - fully	No response	No	Yes - partially	Being developed	Being developed	Being developed	Being developed	No response
Education	Large	Yes - fully	Yes - fully	No	No	No	No	No	No	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Electoral Comm	Small	Yes - fully	Yes - fully	No	No	No	Yes - partially	No	No response	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	No response
Env & Conservation	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response
Environment Protection	Small	Yes - fully	Yes - partially	No	Being developed	No	No	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - partially	No response
Equal Opp	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No response
ERA	Small	Yes - fully	Yes - partially	No	No	No	No	Yes - fully	No response	No	No	Yes - partially	Yes - partially	Being developed	Being developed	No response
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No	No	Yes - partially	Being developed	Yes - partially	Being developed	No response
Finance	Large	Yes - fully	Yes - partially	No response	No response	Yes - partially	Yes - partially	Yes - fully	No response	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No

Agency	Group	71. Did your agency use any of the following strategies in 2011-12 to accommodate employees with ongoing health issues?								72. Has your agency undertaken any of the following initiatives to reduce the regulatory burden on business and the community?						
		Flexible working arrangements	Supervisory support and assistance	Social inclusion strategies	Workplace diversity strategies	Up skilling	Targeted training	Health resources and services	Other	Undertaken an associated review or regulatory impact assessment	Developed target timeframes for specific decision making processes	Published or communicated internal policies and guidelines used in decision-making processes (email, intranet, information sessions) with the aim of increasing awareness and efficiency	Taken direct action to reduce regulatory burdens or improve regulation making processes specific to a core area of your business	Developed online systems to reduce paperwork and/or speed up processes	Undertaken critical path or workflow analysis to simplify tasks, systems and processes	Other
Fisheries	Medium	Yes - partially	Yes - partially	No response	No response	No response	No response	Yes - partially	No response	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Being developed	No response
Forest Products	Small	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	No	No	No response
Fremantle Port	Schedule 1	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response
Gascoyne Dev	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	No	No	No response
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No	No	Yes - fully	No	Yes - fully	Yes - fully	No response
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	No	No	No response
Gr Southern Dev	Very small	Yes - fully	Yes - fully	Yes - partially	No	No	No	Yes - fully	No response	No	Yes - fully	Yes - fully	Yes - partially	No	No	No response
Great Southern IT	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
Greyhound Racing	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	No	No	No response
HaDSCO	Very small	No response	No response	No response	No response	No response	No response	No response	No response	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Health	Large	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response
Healthway	Very small	Yes - fully	No	No	No	Yes - partially	Yes - partially	No	No response	No	No	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - partially
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response
Independ Mkt Op	Schedule 1	Yes - fully	Yes - fully	No	No	No	Yes - fully	Yes - fully	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No	Yes - partially	No response	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response
Info Commissioner	Very small	Yes - fully	No	No	No	No	No response	No	No	No	No	No	No	No	No	No
Insurance Comm	Medium	Yes - fully	Yes - fully	No	No	No	No	Yes - fully	No response	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response

Agency	Group	71. Did your agency use any of the following strategies in 2011-12 to accommodate employees with ongoing health issues?								72. Has your agency undertaken any of the following initiatives to reduce the regulatory burden on business and the community?						
		Flexible working arrangements	Supervisory support and assistance	Social inclusion strategies	Workplace diversity strategies	Up skilling	Targeted training	Health resources and services	Other	Undertaken an associated review or regulatory impact assessment	Developed target timeframes for specific decision making processes	Published or communicated internal policies and guidelines used in decision-making processes (email, intranet, information sessions) with the aim of increasing awareness and efficiency	Taken direct action to reduce regulatory burdens or improve regulation making processes specific to a core area of your business	Developed online systems to reduce paperwork and/or speed up processes	Undertaken critical path or workflow analysis to simplify tasks, systems and processes	Other
Kimberley Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No	No	No	No	No	Yes - partially	Yes - partially	No	Yes - fully
Kimberley TI	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No response	Being developed	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Being developed	No response
LandCorp	Schedule 1	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	No response	Yes - fully	No response	No response	No response	No response	No response	No response	No response	No response
Landgate	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response
Law Reform	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	No	No	No response
Legal Aid	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	No	Yes - fully	Yes - fully	No	Yes - fully	Yes - partially	No response
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Local Govt	Small	Yes - fully	Yes - partially	Being developed	Being developed	No	No	No	No response	Yes - fully	Being developed	Yes - fully	Yes - partially	No	Yes - partially	No response
Lotterywest	Small	Yes - fully	Yes - fully	No response	No response	No response	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Being developed	No response
Main Roads	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response
Meat Auth	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	No	No	No
Mental Health	Small	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	Being developed	Being developed	No response	Yes - fully	Yes - partially	No	Yes - partially	Yes - partially	Yes - partially	No response
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	Yes - fully	Yes - fully	No	No	No	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response
Metro Redev	Small	No	No	No	No	No	No	No	No response	No	No	No	No	No	No	No response
Mid West Dev	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	No	No	No response
Mines & Petroleum	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	No response	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
National Trust	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No	No	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
Ombudsman	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Peel Dev	Very small	Yes - fully	Yes - fully	No	No	No	No	No	No response	No response	No response	No response	No response	No response	No response	No response

Agency	Group	71. Did your agency use any of the following strategies in 2011-12 to accommodate employees with ongoing health issues?								72. Has your agency undertaken any of the following initiatives to reduce the regulatory burden on business and the community?						
		Flexible working arrangements	Supervisory support and assistance	Social inclusion strategies	Workplace diversity strategies	Up skilling	Targeted training	Health resources and services	Other	Undertaken an associated review or regulatory impact assessment	Developed target timeframes for specific decision making processes	Published or communicated internal policies and guidelines used in decision-making processes (email, intranet, information sessions) with the aim of increasing awareness and efficiency	Taken direct action to reduce regulatory burdens or improve regulation making processes specific to a core area of your business	Developed online systems to reduce paperwork and/or speed up processes	Undertaken critical path or workflow analysis to simplify tasks, systems and processes	Other
Perth Market	Small	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No response
Pilbara Dev	Very small	No response	No response	No response	No response	No response	No response	No response	No response	Being developed	Yes - partially	Yes - partially	No	Yes - partially	No	No
Pilbara Institute	Small	No	No	No	No	No	No	No	No response	No	Yes - partially	Yes - partially	No	Being developed	Yes - partially	No response
Planning	Medium	Yes - partially	Yes - fully	Yes - partially	No	No	No	Yes - partially	No response	Being developed	Yes - fully	Yes - fully	Being developed	Being developed	Yes - fully	No response
Police	Large	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Being developed	Being developed	Yes - fully	No response	No response	No response	Yes - fully	Being developed	Yes - fully	No response	No response
Polytechnic West	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	No
Port Hedland Port	Schedule 1	Yes - fully	Yes - partially	No	No	No	No	Yes - fully	No response	No	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
Potato Marketing	Very small	No	No	No	No	No	No	Yes - partially	No response	No	No	No	No	No	No	No response
Premier & Cabinet	Medium	Yes - fully	Yes - fully	Yes - partially	No	No	No	Yes - fully	No response	No	No	No	No	Yes - partially	No	No response
PSC	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No	No	Yes - partially	Yes - partially	No	No
Public Prosecutions	Medium	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - partially	Yes - fully	Yes - fully	No response	No	No	No	No	No	No	No
Public Transport	Large	Yes - fully	Yes - fully	No	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	No	No	Yes - fully	Being developed	Yes - partially	Yes - partially	No response
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	Yes - fully	Yes - fully	No	Yes - partially	No	No	No	No response	Yes - partially	Being developed	No	Being developed	Being developed	Yes - partially	No response
Regional Dev & Lands	Medium	Yes - fully	Yes - fully	No	Yes - partially	No	No	Yes - fully	No response	No	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response
Rottnest Island	Small	Yes - fully	Yes - fully	No	Yes - partially	Being developed	Yes - partially	Yes - partially	No response	Being developed	Being developed	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response
SCSA	Small	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	Yes - partially	Yes - partially	No
Small Business	Small	Yes - fully	No	No	No	No	No	No	No response	No	No	No	Yes - partially	Yes - fully	Yes - fully	No response
South West Dev	Small	Yes - fully	No response	No response	No response	No response	No response	No response	No response	No	No	Being developed	No response	No response	No response	No response
South West IT	Medium	No response	No response	No response	No response	No response	No response	No response	No response	No	No	No	No	Yes - fully	Yes - fully	No response

Agency	Group	71. Did your agency use any of the following strategies in 2011-12 to accommodate employees with ongoing health issues?								72. Has your agency undertaken any of the following initiatives to reduce the regulatory burden on business and the community?							
		Flexible working arrangements	Supervisory support and assistance	Social inclusion strategies	Workplace diversity strategies	Up skilling	Targeted training	Health resources and services	Other	Undertaken an associated review or regulatory impact assessment	Developed target timeframes for specific decision making processes	Published or communicated internal policies and guidelines used in decision-making processes (email, intranet, information sessions) with the aim of increasing awareness and efficiency	Taken direct action to reduce regulatory burdens or improve regulation making processes specific to a core area of your business	Developed online systems to reduce paperwork and/or speed up processes	Undertaken critical path or workflow analysis to simplify tasks, systems and processes	Other	
Sport & Rec	Small	Yes - fully	Yes - fully	No	No	No	No	No	No response	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	
State Development	Small	Yes - partially	Yes - partially	No	No	No	No	No	No response	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Being developed	Yes - fully	No response	
State Heritage	Small	Yes - fully	Yes - partially	No	No	No	No	Yes - fully	No response	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Tourism	Small	Yes - fully	Yes - fully	No	No	No	No	Yes - partially	No response	No	No	No	No	No	No	No response	
Training & Workforce Dev	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No response	
Transport (Dept)	Large	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	Being developed	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	
Treasury (Dept)	Medium	Yes - fully	Yes - partially	No	No	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	
Treasury Corp	Schedule 1	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
VenuesWest	Medium	No	No	No	No	No	No	No	No response	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	
Verve Energy	Schedule 1	Yes - fully	Yes - fully	Being developed	Yes - fully	No	No	Yes - fully	No response	No	No	No	No	No	No	No response	
WA College of Teaching	Small	Yes - fully	Yes - fully	Being developed	Yes - partially	No	No	Yes - partially	No response	No	No	Yes - partially	No	Yes - fully	No	No response	
WAIRC	Small	Yes - partially	No	No	Being developed	Being developed	Yes - partially	Yes - fully	No response	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	
Water (Dept)	Medium	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	
Water Corp	Schedule 1	Yes - fully	Yes - fully	No	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
West Coast IT	Medium	Yes - fully	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Western Power	Schedule 1	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	
Wheatbelt Dev	Very small	Yes - fully	Yes - fully	No	No	No	No	Yes - fully	No response	Yes - partially	Yes - partially	Being developed	Yes - partially	Yes - partially	Yes - partially	No response	
WorkCover	Small	Yes - fully	Yes - fully	Yes - partially	No	No	No	No	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	
Zoo	Small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	No	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No response	

Agency	Group	73. Has your agency undertaken any of the following initiatives to simplify or streamline internal processes to increase day to day operational efficiencies?					75. Did your agency actively pursue any of the following innovation strategies during 2011-12?						
		Undertaken an associated review or internal impact assessment	Developed target timeframes for specific internal decision making processes (e.g. approval processes)	Published or communicated internal policies and guidelines to streamline internal decision-making processes (e.g. communicated via email, intranet, information sessions)	Taken direct action to refine decision making processes to improve internal efficiency (e.g. internal delegation of authority, internal approvals / decisions devolved to middle level managers)	Other	Specific goals / targets for innovation activities	A process for identifying innovation	Regular evaluations of innovation processes	A process for rewarding employees for innovations	The promotion of innovation was included as part of the agency's performance outcomes	SES employees had the promotion of innovation as part of their performance agreements	Other
Agriculture & Food	Large	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response
Albany Port	Schedule 1	No	No	No	No	No response	No	No	No	No	No	No	No
Animal Resources	Small	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	No	No	No response	No response
Architects Board	Very small	No	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	No	No	No	No	No response
Attorney General	Large	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Auditor General	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response
Botanic Gardens	Small	No	No	No	No	No response	No	No	No	No	No	No	No response
Broome Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Bunbury Port	Schedule 1	No	Yes - partially	Being developed	Being developed	No response	No	No	No	No	No	No	No response
Bunbury Water	Small	No	Yes - fully	Yes - fully	Yes - partially	No response	No	No	No	No	No	No	No response
Burswood Park	Very small	No	No response	No response	No response	No response	Yes - partially	No response	Yes - partially	No response	No response	No response	No response
Busselton Water	Small	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	No	No	Yes - partially	Yes - fully	No	Yes - partially	No response
C Y O'Connor Institute	Small	Yes - fully	No	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response
CCC	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No	Yes - fully	No response
Central IT	Large	No	Yes - partially	Yes - partially	Yes - partially	No	partially	partially	partially	No	No	No	No
Challenger IT	Medium	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No response	Being developed	Yes - fully	Yes - partially	Yes - fully	Being developed	No	No response
Chem Centre	Small	No	No	No	Yes - fully	No response	No	Being developed	No	Being developed	No	No	No response
Child Protection	Large	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	No response	No response
Children & Young People	Very small	No	No	Yes - partially	No	No response	No	No	No	No	No	No	No response
CHSHA	Small	No	No	No	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No	No response



Agency	Group	73. Has your agency undertaken any of the following initiatives to simplify or streamline internal processes to increase day to day operational efficiencies?					75. Did your agency actively pursue any of the following innovation strategies during 2011-12?							
		Undertaken an associated review or internal impact assessment	Developed target timeframes for specific internal decision making processes (e.g. approval processes)	Published or communicated internal policies and guidelines to streamline internal decision-making processes (e.g. communicated via email, intranet, information sessions)	Internal delegation of authority, internal approvals / decisions devolved to middle level managers)	Other	Specific goals / targets for innovation activities	A process for identifying innovation	Regular evaluations of innovation processes	A process for rewarding employees for innovations	The promotion of innovation was included as part of the agency's performance outcomes	SES employees had the promotion of innovation as part of their performance agreements	Other	
CITF	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	No	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	No response	
Commerce	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	Being developed	Being developed	Being developed	Being developed	Yes - partially	No	No response	
Communities	Medium	Being developed	Yes - partially	Yes - partially	Being developed	No response	Being developed	Yes - partially	No	No	No	No	No response	
Corrective Services	Large	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	
Culture and the Arts	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Being developed	Being developed	Being developed	Being developed	Being developed	No	No response	
Custodial Services	Very small	No	No response	No	Yes - fully	No	No	No	No	No	No	No	No	
Dampier Port	Schedule 1	Being developed	Being developed	No	Being developed	No response	Being developed	No	No	No	No	No	No response	
Disability Services	Large	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	
Drug & Alcohol	Small	Being developed	No	Yes - fully	Yes - partially	No response	No	No	No	No	No	No	No response	
Durack IT	Medium	Yes - partially	No	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No	No response	
Educ Services	Small	Being developed	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	No	No	No	No	No	No response	
Education	Large	No response	No response	Yes - fully	Yes - fully	No response	Yes - partially	Yes - fully	Yes - fully	No	Yes - fully	Being developed	No response	
Electoral Comm	Small	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - partially	Yes - partially	No	Yes - partially	Yes - partially	No response	
Env & Conservation	Large	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	Being developed	Yes - partially	No	Yes - partially	No	No	No response	
Environment Protection	Small	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	No	No	No	No	No	No	No response	
Equal Opp	Small	Yes - partially	Yes - fully	Being developed	Yes - partially	No response	Yes - fully	Yes - partially	Being developed	No	No	No	No response	
ERA	Small	Being developed	Yes - partially	Being developed	Being developed	No response	No	No	No	No	No	No	No	
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
FESA	Large	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - fully	Yes - partially	Being developed	No	Being developed	No response	
Finance	Large	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	Yes - partially	No	No	Yes - partially	No	No response	

Agency	Group	73. Has your agency undertaken any of the following initiatives to simplify or streamline internal processes to increase day to day operational efficiencies?					75. Did your agency actively pursue any of the following innovation strategies during 2011-12?						
		Undertaken an associated review or internal impact assessment	Developed target timeframes for specific internal decision making processes (e.g. approval processes)	Published or communicated internal policies and guidelines to streamline internal decision-making processes (e.g. communicated via email, intranet, information sessions)	Taken direct action to refine decision making processes to improve internal efficiency (e.g. internal delegation of authority, internal approvals / decisions devolved to middle level managers)	Other	Specific goals / targets for innovation activities	A process for identifying innovation	Regular evaluations of innovation processes	A process for rewarding employees for innovations	The promotion of innovation was included as part of the agency's performance outcomes	SES employees had the promotion of innovation as part of their performance agreements	Other
Fisheries	Medium	Yes - fully	Being developed	Being developed	Yes - partially	No response	Yes - partially	Being developed	No	Yes - partially	No	Yes - fully	No response
Forest Products	Small	No	No	No	No response	No response	No	Yes - fully	No	Yes - fully	No	No	No response
Fremantle Port	Schedule 1	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No response	Being developed	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response
Gascoyne Dev	Very small	No	No	No	No	No response	No	No	No	No	No	No	No response
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	No	No	No	No	No	No	No	No	No	No	No	No
Gr Southern Dev	Very small	Yes - partially	Yes - fully	Yes - fully	No	No response	Being developed	Yes - partially	No	Yes - fully	No	No	No response
Great Southern IT	Medium	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - fully	Yes - partially	Yes - fully	No	No	No response
Greyhound Racing	Schedule 1	No	No	No	No	No response	No	No	No	No	No	No response	No response
HaDSCO	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Being developed	Yes - partially	Yes - partially	Yes - partially	No	No response
Health	Large	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No	No response
Healthway	Very small	No	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	No	Being developed
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	No	No	Yes - fully	No	Yes - partially	No	No	No	No	No	Being developed	No response
Independ Mkt Op	Schedule 1	No response	Yes - fully	Yes - fully	No response	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
Info Commissioner	Very small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No	No	No	No	No	No	No
Insurance Comm	Medium	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	No response	No

Agency	Group	73. Has your agency undertaken any of the following initiatives to simplify or streamline internal processes to increase day to day operational efficiencies?					75. Did your agency actively pursue any of the following innovation strategies during 2011-12?						
		Undertaken an associated review or internal impact assessment	Developed target timeframes for specific internal decision making processes (e.g. approval processes)	Published or communicated internal policies and guidelines to streamline internal decision-making processes (e.g. communicated via email, intranet, information sessions)	Internal delegation of authority, internal approvals / decisions devolved to middle level managers)	Other	Specific goals / targets for innovation activities	A process for identifying innovation	Regular evaluations of innovation processes	A process for rewarding employees for innovations	The promotion of innovation was included as part of the agency's performance outcomes	SES employees had the promotion of innovation as part of their performance agreements	Other
Kimberley Dev	Very small	Yes - fully	Being developed	No	Yes - fully	No response	Yes - fully	No	No	No	No	Being developed	No response
Kimberley TI	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Being developed	Yes - partially	Yes - partially	Being developed	No	No	Yes - fully
LandCorp	Schedule 1	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	No	No response
Landgate	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Law Reform	Very small	No	No	No	No	No response	No	No	No	No	No	No	No response
Legal Aid	Medium	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No response	No	No	No	No	No	No	No
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Local Govt	Small	No	Being developed	Yes - partially	No	No response	Yes - partially	Yes - partially	No response	Yes - fully	Yes - partially	Yes - partially	No response
Lotterywest	Small	Being developed	Yes - partially	Yes - partially	Yes - partially	No response	Being developed	Being developed	No	No	No response	No	No response
Main Roads	Large	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Meat Auth	Very small	No	No	No	No	No	Being developed	No	No	No	No	No	No response
Mental Health	Small	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	Yes - fully	Yes - fully	Being developed	Being developed	Yes - partially	Being developed	No response
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Being developed	Being developed	No	No response
Metro Redev	Small	No	No	No	No	No response	No	No	No	No	No	No	No response
Mid West Dev	Very small	No	No	No	No	No response	No	No	No	No	No	No	No response
Mines & Petroleum	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	No response	No response
National Trust	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Being developed	Being developed	Being developed	Being developed	Being developed	No	No response
Ombudsman	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response
Peel Dev	Very small	No	No	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	No	No	No response	No response

Agency	Group	73. Has your agency undertaken any of the following initiatives to simplify or streamline internal processes to increase day to day operational efficiencies?					75. Did your agency actively pursue any of the following innovation strategies during 2011-12?						
		Undertaken an associated review or internal impact assessment	Developed target timeframes for specific internal decision making processes (e.g. approval processes)	Published or communicated internal policies and guidelines to streamline internal decision-making processes (e.g. communicated via email, intranet, information sessions)	Taken direct action to refine decision making processes to improve internal efficiency (e.g. internal delegation of authority, internal approvals / decisions devolved to middle level managers)	Other	Specific goals / targets for innovation activities	A process for identifying innovation	Regular evaluations of innovation processes	A process for rewarding employees for innovations	The promotion of innovation was included as part of the agency's performance outcomes	SES employees had the promotion of innovation as part of their performance agreements	Other
Perth Market	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Being developed	Being developed	Being developed	Being developed	No	No	No response
Pilbara Dev	Very small	No	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	Yes - partially	Yes - partially	No	No	No	No
Pilbara Institute	Small	No	Being developed	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Being developed	No	No	No response
Planning	Medium	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response
Police	Large	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	No	Yes - partially	No response
Polytechnic West	Large	Being developed	Being developed	Being developed	Being developed	No response	Yes - partially	Yes - partially	Yes - partially	Being developed	No	No	No response
Port Hedland Port	Schedule 1	No	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - fully	Yes - partially	No	Yes - partially	No	No response
Potato Marketing	Very small	No	No	No	No	No response	No	No	No	No	No	No	No response
Premier & Cabinet	Medium	No	No	Yes - partially	Yes - partially	No response	No	No	No	No	No	No	No response
PSC	Small	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Being developed	No	No
Public Prosecutions	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	No	No	No	No	No	No	No response
Public Transport	Large	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	No	Yes - partially	No	Yes - fully	Yes - partially	No	No response
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	Yes - partially	Being developed	Yes - partially	Yes - partially	No response	No	No	No	Yes - fully	No	No	No response
Regional Dev & Lands	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Being developed	Being developed	Being developed	Yes - partially	No	Yes - fully	No response
Rottneest Island	Small	No	No	Yes - fully	Yes - fully	No response	No	No	No	No	No	No	No response
SCSA	Small	No	Yes - partially	Being developed	Yes - partially	No	Yes - partially	Yes - partially	Yes - partially	No	No	No	No response
Small Business	Small	Being developed	Yes - fully	Yes - fully	Yes - fully	No response	Being developed	Being developed	No	Being developed	No	Yes - partially	No response
South West Dev	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
South West IT	Medium	Yes - partially	No	Yes - partially	Yes - partially	No response	No	Yes - partially	Yes - partially	No	Yes - partially	Yes - fully	No response

Agency	Group	73. Has your agency undertaken any of the following initiatives to simplify or streamline internal processes to increase day to day operational efficiencies?					75. Did your agency actively pursue any of the following innovation strategies during 2011-12?						
		Undertaken an associated review or internal impact assessment	Developed target timeframes for specific internal decision making processes (e.g. approval processes)	Published or communicated internal policies and guidelines to streamline internal decision-making processes (e.g. communicated via email, intranet, information sessions)	Taken direct action to refine decision making processes to improve internal efficiency (e.g. internal delegation of authority, internal approvals / decisions devolved to middle level managers)	Other	Specific goals / targets for innovation activities	A process for identifying innovation	Regular evaluations of innovation processes	A process for rewarding employees for innovations	The promotion of innovation was included as part of the agency's performance outcomes	SES employees had the promotion of innovation as part of their performance agreements	Other
Sport & Rec	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No response
State Development	Small	Yes - partially	Being developed	Being developed	Yes - partially	No response	No	No	No	No	No	No	No
State Heritage	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No response
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	No	No	No	No	No response	No	No	No	No	No	No	No response
Training & Workforce Dev	Medium	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	No	No	No	No response
Transport (Dept)	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Being developed	Being developed	Yes - partially	No	No	Yes - partially
Treasury (Dept)	Medium	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - partially	No	No	No	No response
Treasury Corp	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	No	No response
VenuesWest	Medium	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No response	Being developed	Being developed	No	Yes - partially	Yes - partially	No	No response
Verve Energy	Schedule 1	No	No	No	No	Yes - partially	No	No	No	Yes - partially	No	No	No response
WA College of Teaching	Small	No	No	No	No	No response	No	No	No	No	No	No	No response
WAIRC	Small	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	No	Being developed	No	No	No	No	No response
Water (Dept)	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Being developed	Yes - partially
Water Corp	Schedule 1	No	Yes - partially	Yes - fully	Yes - partially	No response	Yes - partially	No	No	Yes - partially	No	Yes - partially	No response
West Coast IT	Medium	Yes - fully	No	Yes - fully	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response
Western Power	Schedule 1	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No response	No response	No response	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No	No	No	Yes - partially	No	No	No response
WorkCover	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	Yes - fully	Yes - partially	No	No	No	No
Zoo	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	No	Yes - partially	Yes - partially	Yes - partially	No	No	No response

Agency	Group	76. To what extent were any of the following barriers or impediments to innovation in your agency in 2011-12?														77. During 2011-12, did your agency have any significant innovations? (Please consider any broad examples across your agency, including human resources, policy development, and program design and service delivery examples.)
		Risk averse culture	Legislation, policies and procedures restrictive	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity	Restrictive recruitment policies	Previous failed innovations	Restrictive procurement requirements (CUA)	Lack of leadership or innovation champions	Lack of incentive	General employee resistance / reluctance to let go	Inability to break down information silos	Other	
Agriculture & Food	Large	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Rarely	Sometimes	Never	Rarely	Sometimes	Sometimes	No response	Yes
Albany Port	Schedule 1	Never	Often	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	No response	No
Animal Resources	Small	Rarely	Sometimes	Often	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	Never	Sometimes	Rarely	Rarely	No response	No
Architects Board	Very small	Sometimes	Often	Often	Rarely	Rarely	Sometimes	Never	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	No
Attorney General	Large	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	Never	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes
Auditor General	Small	Sometimes	Sometimes	Rarely	Rarely	Never	Rarely	Rarely	Rarely	Sometimes	Rarely	Sometimes	Rarely	Never	No response	Yes
Botanic Gardens	Small	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	Never	Sometimes	Rarely	Rarely	No response	Yes
Broome Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Bunbury Port	Schedule 1	Never	Never	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Sometimes	Often	Often	Often	Sometimes	No response	No
Bunbury Water	Small	Sometimes	Always	Often	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Burswood Park	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No
Busselton Water	Small	Sometimes	Always	Always	Rarely	Rarely	Sometimes	Rarely	Never	Often	Never	Never	Never	Never	No response	Yes
C Y O'Connor Institute	Small	Rarely	Sometimes	Sometimes	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes
CCC	Small	Sometimes	Sometimes	Sometimes	Rarely	Often	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	No response	Yes
Central IT	Large	Never	Sometimes	Rarely	Sometimes	Rarely	Rarely	Sometimes	Never	Sometimes	Never	Rarely	Sometimes	Never	Never	Yes
Challenger IT	Medium	Sometimes	Sometimes	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	Sometimes	No response	Yes
Chem Centre	Small	Sometimes	Rarely	Sometimes	Never	Never	Never	Always	Never	Always	Sometimes	Never	Sometimes	Sometimes	No response	No
Child Protection	Large	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Sometimes	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	No response	Yes
Children & Young People	Very small	Rarely	Often	Often	Never	Rarely	Never	Never	Never	Never	Never	Sometimes	Never	Never	No response	No
CHSHA	Small	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	Yes

Agency	Group	76. To what extent were any of the following barriers or impediments to innovation in your agency in 2011-12?														77. During 2011-12, did your agency have any significant innovations? (Please consider any broad examples across your agency, including human resources, policy development, and program design and service delivery examples.)
		Risk averse culture	Legislation, policies and procedures restrictive	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity	Restrictive recruitment policies	Previous failed innovations	Restrictive procurement requirements (CUA)	Lack of leadership or innovation champions	Lack of incentive	General employee resistance / reluctance to let go	Inability to break down information silos	Other	
CITF	Very small	Never	Rarely	Sometimes	Never	Sometimes	Rarely	Never	Never	Never	Never	Never	Sometimes	Rarely	No response	Yes
Commerce	Medium	Often	Often	Often	Sometimes	Sometimes	Sometimes	Rarely	Never	Rarely	Rarely	Rarely	Sometimes	Sometimes	No response	Yes
Communities	Medium	Never	Sometimes	Often	Rarely	Rarely	Sometimes	Never	Never	Rarely	Rarely	Never	Rarely	Rarely	No response	Yes
Corrective Services	Large	Sometimes	Rarely	Sometimes	Never	Sometimes	Rarely	Never	Never	Never	Never	Never	Rarely	Sometimes	No response	Yes
Culture and the Arts	Medium	Sometimes	Sometimes	Often	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	No response	No response	Yes
Custodial Services	Very small	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	No
Dampier Port	Schedule 1	Never	Rarely	Sometimes	Never	Never	Rarely	Rarely	Rarely	Never	Rarely	Sometimes	Rarely	Never	No response	Yes
Disability Services	Large	Rarely	Often	Often	Rarely	Sometimes	Sometimes	Rarely	Rarely	Sometimes	Rarely	Rarely	Sometimes	Sometimes	No response	Yes
Drug & Alcohol	Small	Rarely	Sometimes	Sometimes	Never	Rarely	Rarely	Never	Never	Rarely	Never	Never	Never	Never	No response	No
Durack IT	Medium	Sometimes	Sometimes	Often	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Rarely	Sometimes	Sometimes	No response	Yes
Educ Services	Small	Sometimes	Sometimes	Often	Sometimes	Rarely	Often	Sometimes	Never	Rarely	Often	Often	Often	Rarely	No response	Yes
Education	Large	Sometimes	Sometimes	Sometimes	Sometimes	No response	Sometimes	No response	No response	Sometimes	No response	No response	Sometimes	Sometimes	No response	Yes
Electoral Comm	Small	Often	Often	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Sometimes	Sometimes	Rarely	No response	Yes
Env & Conservation	Large	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Rarely	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes
Environment Protection	Small	Rarely	Often	Sometimes	Sometimes	Rarely	Rarely	Never	Never	Sometimes	Never	Rarely	Rarely	Often	No response	Yes
Equal Opp	Small	Sometimes	Sometimes	Often	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes
ERA	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	No
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	Sometimes	Rarely	Often	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	Never	Rarely	Sometimes	Sometimes	No response	Yes
Finance	Large	Sometimes	Often	Often	Rarely	Never	Rarely	Sometimes	Never	Rarely	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes

Agency	Group	76. To what extent were any of the following barriers or impediments to innovation in your agency in 2011-12?														77. During 2011-12, did your agency have any significant innovations? (Please consider any broad examples across your agency, including human resources, policy development, and program design and service delivery examples.)
		Risk averse culture	Legislation, policies and procedures restrictive	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity	Restrictive recruitment policies	Previous failed innovations	Restrictive procurement requirements (CUA)	Lack of leadership or innovation champions	Lack of incentive	General employee resistance / reluctance to let go	Inability to break down information silos	Other	
Fisheries	Medium	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Often	Sometimes	Rarely	Rarely	Rarely	Sometimes	Often	Often	No response	Yes
Forest Products	Small	Rarely	Never	Often	Never	Never	No response	Never	Rarely	Never	Never	Never	Never	Never	No response	Yes
Fremantle Port	Schedule 1	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Gascoyne Dev	Very small	Rarely	Rarely	Always	Never	Never	Sometimes	Often	Never	Never	Never	Never	Sometimes	Rarely	No response	Yes
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	Sometimes	Often	Often	Rarely	Sometimes	Sometimes	Never	Rarely	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	No response	No
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	No response	No
Gr Southern Dev	Very small	Often	Always	Often	Sometimes	Often	Sometimes	Sometimes	Never	Never	Sometimes	Sometimes	Often	Never	No response	Yes
Great Southern IT	Medium	Often	Sometimes	Rarely	Rarely	Rarely	Often	Rarely	Never	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Greyhound Racing	Schedule 1	Never	Rarely	No response	Never	Never	Never	Never	Never	Never	Never	Never	Never	Never	No response	No
HaDSCO	Very small	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Rarely	Never	Rarely	Sometimes	Rarely	Rarely	No response	Yes
Health	Large	Sometimes	Sometimes	Often	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	Sometimes	Often	Sometimes	Sometimes	No response	Yes
Healthway	Very small	Sometimes	Often	Often	Rarely	Often	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Rarely	Sometimes	Sometimes	No response	Yes
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	Sometimes	Sometimes	Sometimes	Sometimes	Often	Sometimes	Rarely	Rarely	Rarely	Rarely	Sometimes	Often	Sometimes	No response	Yes
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Info Commissioner	Very small	Rarely	Often	Always	Never	Never	Rarely	Rarely	Never	Never	Rarely	Rarely	Never	Never	Never	No
Insurance Comm	Medium	Often	Often	Often	Sometimes	Often	Often	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	Often	Yes



Agency	Group	76. To what extent were any of the following barriers or impediments to innovation in your agency in 2011-12?														77. During 2011-12, did your agency have any significant innovations? (Please consider any broad examples across your agency, including human resources, policy development, and program design and service delivery examples.)
		Risk averse culture	Legislation, policies and procedures restrictive	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity	Restrictive recruitment policies	Previous failed innovations	Restrictive procurement requirements (CUA)	Lack of leadership or innovation champions	Lack of incentive	General employee resistance / reluctance to let go	Inability to break down information silos	Other	
Kimberley Dev	Very small	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Rarely	Never	Sometimes	Never	Never	Rarely	Rarely	No response	Yes
Kimberley TI	Small	Rarely	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	Sometimes	Rarely	No response	Yes
LandCorp	Schedule 1	Rarely	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	Sometimes	No response	Yes
Landgate	Medium	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	Never	Sometimes	Never	Never	Sometimes	Sometimes	No response	Yes
Law Reform	Very small	No response	Often	Always	No response	No response	Often	No response	No response	No response	No response	No response	No response	No response	No response	No
Legal Aid	Medium	Rarely	Rarely	Often	Rarely	Never	Rarely	Rarely	Never	Sometimes	Rarely	Sometimes	Rarely	Rarely	No response	Yes
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Local Govt	Small	Sometimes	Sometimes	Always	Sometimes	Often	Sometimes	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Lotterywest	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Often	Sometimes	Rarely	Sometimes	Rarely	Often	Sometimes	Often	No response	Yes
Main Roads	Large	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Sometimes	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	No response	Yes
Meat Auth	Very small	Rarely	Sometimes	Often	Rarely	Sometimes	Sometimes	Rarely	Never	Never	Never	Rarely	Rarely	Rarely	No response	No
Mental Health	Small	Sometimes	Sometimes	Often	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Rarely	Sometimes	No response	Yes
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	Rarely	Rarely	Often	Rarely	Rarely	Often	Rarely	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Rarely	No response	Yes
Metro Redev	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Mid West Dev	Very small	Sometimes	Sometimes	Often	Rarely	Rarely	Sometimes	Never	Never	Never	Sometimes	Sometimes	Sometimes	Rarely	No response	No
Mines & Petroleum	Medium	Sometimes	Often	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Rarely	No response	Sometimes	Rarely	Sometimes	Rarely	No response	Yes
National Trust	Small	Rarely	Rarely	Often	Rarely	Rarely	Rarely	Never	Rarely	Never	Never	Never	Rarely	Rarely	No response	Yes
Ombudsman	Small	Rarely	Never	Rarely	Never	Never	Rarely	Never	Never	Never	Never	Never	Rarely	Rarely	Never	Yes
Peel Dev	Very small	Never	Sometimes	Often	Never	Sometimes	Sometimes	Never	Never	Never	Never	Never	Never	Sometimes	No response	Yes

Agency	Group	76. To what extent were any of the following barriers or impediments to innovation in your agency in 2011-12?														77. During 2011-12, did your agency have any significant innovations? (Please consider any broad examples across your agency, including human resources, policy development, and program design and service delivery examples.)
		Risk averse culture	Legislation, policies and procedures restrictive	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity	Restrictive recruitment policies	Previous failed innovations	Restrictive procurement requirements (CUA)	Lack of leadership or innovation champions	Lack of incentive	General employee resistance / reluctance to let go	Inability to break down information silos	Other	
Perth Market	Small	Sometimes	Often	Often	Sometimes	Often	Sometimes	Sometimes	Sometimes	Often	Sometimes	Often	Sometimes	No response	Yes	
Pilbara Dev	Very small	Rarely	Rarely	Sometimes	Often	Rarely	Sometimes	Never	Never	Never	Rarely	Rarely	Sometimes	Never	Never	Yes
Pilbara Institute	Small	Rarely	Rarely	Often	Sometimes	Never	Often	Rarely	Never	Rarely	Sometimes	Rarely	Rarely	Rarely	No response	Yes
Planning	Medium	Sometimes	Rarely	Always	Sometimes	Never	Often	Never	Rarely	Sometimes	Rarely	Always	Sometimes	Rarely	No response	Yes
Police	Large	Rarely	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	Rarely	No response	Yes
Polytechnic West	Large	Rarely	Often	Often	Rarely	Sometimes	Rarely	Sometimes	Never	Rarely	Never	Never	Rarely	Never	No response	Yes
Port Hedland Port	Schedule 1	Rarely	Sometimes	Rarely	Rarely	Sometimes	Rarely	Never	Rarely	Sometimes	Rarely	Never	Rarely	Rarely	No response	Yes
Potato Marketing	Very small	Never	Often	Sometimes	Sometimes	Sometimes	Sometimes	Never	Never	Never	Never	Never	Often	Sometimes	No response	No
Premier & Cabinet	Medium	Sometimes	Never	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Often	Sometimes	No response	No
PSC	Small	Rarely	Rarely	Often	Rarely	Rarely	Rarely	Rarely	Never	Never	Rarely	Rarely	Sometimes	Sometimes	No response	Yes
Public Prosecutions	Medium	Rarely	Often	Often	Rarely	Sometimes	Sometimes	Never	Never	Never	Never	Never	Never	Never	No response	No
Public Transport	Large	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Never	Never	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	Often	Often	Sometimes	Sometimes	Never	Rarely	Rarely	Never	Never	Rarely	Sometimes	Often	No response	Sometimes	Yes
Regional Dev & Lands	Medium	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Rottnest Island	Small	Often	Sometimes	Always	Rarely	Sometimes	Often	Sometimes	Sometimes	Often	Sometimes	Often	Often	Sometimes	No response	Yes
SCSA	Small	Sometimes	Often	Always	Sometimes	Sometimes	Sometimes	Always	Never	Sometimes	Rarely	Rarely	Sometimes	Sometimes	No response	Yes
Small Business	Small	Sometimes	Sometimes	Sometimes	Never	Rarely	Sometimes	Rarely	Rarely	Rarely	Sometimes	Rarely	Sometimes	Sometimes	No response	Yes
South West Dev	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
South West IT	Medium	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Rarely	Rarely	Sometimes	Rarely	Sometimes	Sometimes	No response	No

Agency	Group	76. To what extent were any of the following barriers or impediments to innovation in your agency in 2011-12?														77. During 2011-12, did your agency have any significant innovations? (Please consider any broad examples across your agency, including human resources, policy development, and program design and service delivery examples.)
		Risk averse culture	Legislation, policies and procedures restrictive	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity	Restrictive recruitment policies	Previous failed innovations	Restrictive procurement requirements (CUA)	Lack of leadership or innovation champions	Lack of incentive	General employee resistance / reluctance to let go	Inability to break down information silos	Other	
Sport & Rec	Small	Rarely	Sometimes	Often	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
State Development	Small	Rarely	Sometimes	Sometimes	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	No response	Yes
State Heritage	Small	Sometimes	Sometimes	Often	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Training & Workforce Dev	Medium	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Never	Sometimes	Sometimes	Rarely	Rarely	Sometimes	Sometimes	No response	Yes
Transport (Dept)	Large	Sometimes	Often	Often	Rarely	Never	Often	Sometimes	Rarely	Rarely	Often	Sometimes	Sometimes	Sometimes	No response	No
Treasury (Dept)	Medium	Often	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Often	No response	Yes
Treasury Corp	Schedule 1	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Never	Sometimes	Rarely	Sometimes	Rarely	Rarely	Rarely	Sometimes	No response	Yes
VenuesWest	Medium	Sometimes	Rarely	Often	Rarely	Never	Sometimes	Rarely	Never	Sometimes	Rarely	Sometimes	Sometimes	Rarely	No response	No
Verve Energy	Schedule 1	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Rarely	Never	Never	Never	Sometimes	Rarely	Sometimes	Rarely	No response	No
WA College of Teaching	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No
WAIRC	Small	Rarely	Often	Sometimes	Often	Often	Sometimes	Sometimes	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Water (Dept)	Medium	Sometimes	Often	Often	Sometimes	Rarely	Sometimes	Often	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
Water Corp	Schedule 1	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes
West Coast IT	Medium	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	No response	Yes
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	Often	Often	Often	Rarely	Sometimes	Rarely	Rarely	Rarely	Often	Rarely	Rarely	Rarely	Sometimes	No response	Yes
WorkCover	Small	Often	Never	Sometimes	Rarely	Sometimes	Often	Never	Never	No response	Sometimes	Sometimes	Sometimes	Often	Never	Yes
Zoo	Small	Sometimes	Always	Often	Sometimes	Rarely	Sometimes	Often	Never	Often	Rarely	Rarely	Sometimes	Sometimes	No response	Yes

Agency	Group	78. Did your agency implement any of the following collaboration strategies in 2011-12?							79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12?					
		Specific goals/targets for collaboration activities	A process for identifying collaboration opportunities	Regular evaluations of collaborative processes	A process for recognising employees for collaborative efforts	Success in collaboration projects was included as part of the agency's performance outcomes	SFS employees had the promotion of collaboration as part of their performance agreements	Other	Risk averse culture	Restrictive legislation, policies and procedures	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity
Agriculture & Food	Large	Yes - partially	Yes - partially	Yes - partially	Being developed	Yes - fully	Yes - fully	No response	Rarely	Rarely	Rarely	Rarely	Never	Rarely
Albany Port	Schedule 1	No	No	No	No	No	No	No response	Never	Often	Never	Never	No response	Sometimes
Animal Resources	Small	No	No	No	No	No	No response	No response	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely
Architects Board	Very small	No	No	No	No	Yes - partially	No response	No response	Rarely	Sometimes	Sometimes	Rarely	Rarely	Sometimes
Attorney General	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely
Auditor General	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No response	No response	No response	No response	No response	No response	No response
Botanic Gardens	Small	No	Being developed	No	No	No	No	No response	Rarely	Sometimes	Sometimes	Rarely	Rarely	Rarely
Broome Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Bunbury Port	Schedule 1	No	Yes - partially	No	No	No	No	No response	Never	Rarely	Sometimes	Rarely	Rarely	Sometimes
Bunbury Water	Small	No	No	No	No	No	No	No response	No response	No response	No response	No response	No response	No response
Burswood Park	Very small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	No response	No response	No response	No response	No response	No response	No response	No response
Busselton Water	Small	No	No	No	Yes - partially	No	No	No response	Never	Often	Often	Never	Never	Never
C Y O'Connor Institute	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely
CCC	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Rarely	Rarely	Sometimes	Rarely	Often	Rarely
Central IT	Large	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	No	No	Never	Sometimes	Rarely	Never	Never	Rarely
Challenger IT	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Rarely	Sometimes	Sometimes	Rarely	Rarely	Sometimes
Chem Centre	Small	Yes - fully	Yes - fully	No	Yes - partially	No	No	No response	Sometimes	Often	Often	Rarely	Sometimes	Sometimes
Child Protection	Large	Yes - fully	Yes - fully	Yes - partially	No response	Yes - partially	No response	No response	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Sometimes
Children & Young People	Very small	No	No	No	No	No	No	No	Rarely	Often	Often	Never	Never	Never
CHSHA	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response	Rarely	Rarely	Rarely	Rarely	Sometimes	Rarely

Agency	Group	78. Did your agency implement any of the following collaboration strategies in 2011-12?							79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12?					
		Specific goals/targets for collaboration activities	A process for identifying collaboration opportunities	Regular evaluations of collaborative processes	A process for recognising employees for collaborative efforts	Success in collaboration projects was included as part of the agency's performance outcomes	SES employees had the promotion of collaboration as part of their performance agreements	Other	Risk averse culture	Restrictive legislation, policies and procedures	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity
CITF	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response	Never	Rarely	Sometimes	Rarely	Rarely	Sometimes
Commerce	Medium	Yes - partially	Yes - partially	Yes - partially	No	No	No	Yes - fully	Sometimes	Sometimes	Sometimes	Rarely	Rarely	Never
Communities	Medium	Yes - partially	Yes - partially	No	Being developed	No	No	No response	Never	Rarely	Often	Rarely	Rarely	Sometimes
Corrective Services	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Sometimes	Rarely	Sometimes	Never	Sometimes	Rarely
Culture and the Arts	Medium	Yes - partially	Yes - partially	Yes - partially	Being developed	Yes - partially	No response	No response	Sometimes	Rarely	Sometimes	Rarely	Rarely	Sometimes
Custodial Services	Very small	Yes - fully	No	No	Yes - fully	No	No	No	Never	Never	Never	Never	Never	Never
Dampier Port	Schedule 1	No	No	No	Being developed	Being developed	No	No response	Never	Never	Never	Never	Never	Never
Disability Services	Large	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Rarely	Sometimes	Often	Rarely	Sometimes	Sometimes
Drug & Alcohol	Small	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No	No response	Rarely	Never	Sometimes	Never	Rarely	Never
Durack IT	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No	No response	Sometimes	Rarely	Sometimes	Rarely	Rarely	Sometimes
Educ Services	Small	Yes - partially	No	No	No	No	No	No response	Sometimes	Sometimes	Often	Sometimes	Rarely	Often
Education	Large	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Electoral Comm	Small	Yes - fully	No	Yes - partially	No	No	No	No response	Sometimes	Often	Often	Rarely	Sometimes	Sometimes
Env & Conservation	Large	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No	No response	Rarely	Sometimes	Sometimes	Rarely	Rarely	Sometimes
Environment Protection	Small	Yes - partially	No	No	No	No	No	No response	Rarely	Often	Often	Sometimes	Rarely	Rarely
Equal Opp	Small	Yes - fully	Yes - fully	Yes - partially	No	No	No	Yes - partially	Sometimes	Sometimes	Always	Sometimes	Sometimes	Rarely
ERA	Small	Yes - partially	Yes - partially	Yes - partially	No	No	No	No response	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	Yes - partially	No	Yes - partially	No	Being developed	Being developed	No response	Sometimes	Rarely	Sometimes	Rarely	Sometimes	Sometimes
Finance	Large	Yes - fully	Yes - fully	Yes - fully	No	No	No	No	Often	Often	Often	Rarely	Sometimes	Sometimes

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Fisheries	Medium	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - partially	Being developed	No response	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	Rarely	
Forest Products	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Fremantle Port	Schedule 1	Being developed	Being developed	Being developed	Yes - partially	Yes - partially	Yes - fully	No response	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Sometimes	
Gascoyne Dev	Very small	Yes - fully	Yes - partially	Yes - partially	No	No	No	No response	Never	Never	Often	Never	Never	Sometimes	
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
GESB	Medium	No	Yes - partially	No	Yes - fully	No	No	No response	Often	Often	Often	Rarely	Sometimes	Sometimes	
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
GoldEsp Dev	Very small	Yes - fully	No	No	No	Yes - fully	Yes - fully	No response	Never	Never	Never	Never	Never	Never	
Gr Southern Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	Never	Never	Never	Never	Never	Never	
Great Southern IT	Medium	Yes - partially	Yes - partially	No	Yes - fully	Yes - partially	Yes - partially	No response	Sometimes	Rarely	Rarely	Sometimes	Sometimes	Rarely	
Greyhound Racing	Schedule 1	No	No	No	No	No	No	No response	Never	Never	Never	Never	Never	Never	
HaDSCO	Very small	Yes - partially	Yes - partially	Being developed	Being developed	Yes - fully	No response	No response	Rarely	Rarely	Sometimes	Rarely	Rarely	Rarely	
Health	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Rarely	
Healthway	Very small	No	Yes - partially	Yes - partially	No	Yes - partially	No	Yes - fully	Rarely	Rarely	Often	Rarely	Often	Rarely	
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Housing	Large	Yes - fully	Yes - fully	Yes - fully	Being developed	No	Being developed	No response	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Indigenous Affairs	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	
Info Commissioner	Very small	No	No	No	No	No	No	No	Never	Often	Rarely	Never	Never	Never	
Insurance Comm	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No	No	Sometimes	Often	Sometimes	Sometimes	Sometimes	Sometimes	

Agency	Group	78. Did your agency implement any of the following collaboration strategies in 2011-12?							79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12?						
		Specific goals/targets for collaboration activities	A process for identifying collaboration opportunities	Regular evaluations of collaborative processes	A process for recognising employees for collaborative efforts	Success in collaboration projects was included as part of the agency's performance outcomes	SFS employees had the promotion of collaboration as part of their performance agreements	Other	Risk averse culture	Restrictive legislation, policies and procedures	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity	
Kimberley Dev	Very small	Yes - fully	Yes - partially	No	No	No	Being developed	No response	Never	Rarely	Rarely	Rarely	Sometimes	Rarely	
Kimberley TI	Small	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	Yes - partially	No response	Rarely	Sometimes	Rarely	Rarely	Rarely	Rarely	
LandCorp	Schedule 1	No response	No response	No response	Yes - partially	Yes - partially	No response	No response	No response	No response	No response	No response	No response	No response	
Landgate	Medium	Yes - partially	Yes - partially	Yes - partially	No	Yes - fully	No	No response	Often	Often	Sometimes	Rarely	Sometimes	Often	
Law Reform	Very small	No	No	No	No	No	No	No response	No response	Often	Always	No response	No response	Often	
Legal Aid	Medium	Being developed	Being developed	Being developed	Being developed	Being developed	No response	No response	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Local Govt	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Sometimes	Rarely	Always	Rarely	Often	Often	
Lotterywest	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Being developed	No response	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Sometimes	
Main Roads	Large	Yes - partially	Yes - partially	Being developed	Yes - partially	No	No	No response	Sometimes	Often	Rarely	Rarely	Often	Rarely	
Meat Auth	Very small	No	No	No	No	No	No	No	No response	No response	No response	No response	No response	No response	
Mental Health	Small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No	Being developed	No response	Sometimes	Sometimes	Sometimes	Never	Sometimes	Rarely	
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Metro Cemeteries	Small	Yes - fully	Yes - fully	Yes - fully	Being developed	No	No	No response	Rarely	Rarely	Often	Rarely	Rarely	Often	
Metro Redev	Small	No	No	No	No	No	No	No response	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	
Mid West Dev	Very small	No	No	No	No	No	No	No response	Rarely	Sometimes	Often	Rarely	Rarely	Sometimes	
Mines & Petroleum	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Being developed	No response	No response	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	
National Trust	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No response	Rarely	Rarely	Often	Rarely	Rarely	Rarely	
Ombudsman	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Never	Never	Never	Never	Never	Never	
Peel Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Sometimes	Sometimes	Sometimes	Never	Sometimes	Sometimes	

Agency	Group	78. Did your agency implement any of the following collaboration strategies in 2011-12?							79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12?						
		Specific goals/targets for collaboration activities	A process for identifying collaboration opportunities	Regular evaluations of collaborative processes	A process for recognising employees for collaborative efforts	Success in collaboration projects was included as part of the agency's performance outcomes	SFS employees had the promotion of collaboration as part of their performance agreements	Other	Risk averse culture	Restrictive legislation, policies and procedures	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity	
Perth Market	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	Often	Often	Often	Often	Often	Sometimes	
Pilbara Dev	Very small	Yes - partially	Yes - partially	Being developed	No	Yes - partially	Yes - partially	No	Never	Rarely	Rarely	Sometimes	Rarely	Never	
Pilbara Institute	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No response	Never	Never	Sometimes	Sometimes	Never	Sometimes	
Planning	Medium	Yes - partially	Yes - partially	Yes - partially	No	Yes - fully	Yes - fully	No response	Sometimes	Never	Always	Sometimes	Rarely	Sometimes	
Police	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Rarely	Sometimes	Often	Rarely	Never	Often	
Polytechnic West	Large	No	Yes - partially	Yes - partially	No	No	No	No response	Never	Never	Never	Never	Never	Never	
Port Hedland Port	Schedule 1	Yes - fully	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	No response	Never	Sometimes	Never	Rarely	Rarely	Rarely	
Potato Marketing	Very small	No	No	No	No	No	No	No response	Often	Always	Often	Sometimes	Often	Always	
Premier & Cabinet	Medium	Yes - partially	No	No	No	No	No	No response	Sometimes	Never	Rarely	Rarely	Rarely	Rarely	
PSC	Small	Yes - fully	Yes - partially	Being developed	Yes - partially	No	No	No	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	
Public Prosecutions	Medium	No	Yes - partially	No	No	No	No	No response	Never	Often	Often	Never	Never	Never	
Public Transport	Large	Yes - partially	Yes - partially	Being developed	Yes - fully	Yes - fully	No	No response	Rarely	Sometimes	Often	Sometimes	Sometimes	Sometimes	
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Racing, Gaming & Liquor	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	Often	Often	Sometimes	Rarely	Rarely	Never	
Regional Dev & Lands	Medium	No	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	
Rottneest Island	Small	No	No	No	No	No	Yes - fully	No response	Sometimes	Sometimes	Always	Sometimes	Rarely	Often	
SCSA	Small	Yes - fully	Being developed	Yes - partially	No	No	No	No response	Rarely	Often	Always	Rarely	Rarely	Rarely	
Small Business	Small	Yes - partially	Yes - partially	Yes - partially	Being developed	Yes - fully	Yes - partially	No response	Sometimes	Sometimes	Sometimes	Never	Rarely	Sometimes	
South West Dev	Small	No	No	No	No	No	No	No response	No response	No response	No response	No response	No response	No response	
South West IT	Medium	Yes - partially	Yes - partially	Yes - partially	No	Yes - partially	No	No response	Rarely	Rarely	Rarely	Sometimes	Sometimes	Rarely	



Agency	Group	78. Did your agency implement any of the following collaboration strategies in 2011-12?							79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12?						
		Specific goals/targets for collaboration activities	A process for identifying collaboration opportunities	Regular evaluations of collaborative processes	A process for recognising employees for collaborative efforts	Success in collaboration projects was included as part of the agency's performance outcomes	SFS employees had the promotion of collaboration as part of their performance agreements	Other	Risk averse culture	Restrictive legislation, policies and procedures	Limited resources	Internal opposition	External opposition	Limited skills sets or capacity	
Sport & Rec	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Rarely	Sometimes	Often	Rarely	Sometimes	Sometimes	
State Development	Small	No	Being developed	Being developed	No	No	No	No response	Rarely	Sometimes	Sometimes	Rarely	Sometimes	Rarely	
State Heritage	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	No response	Sometimes	Sometimes	Often	Rarely	Sometimes	Sometimes	
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Tourism	Small	Being developed	Yes - partially	Being developed	No	Yes - partially	Being developed	No response	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	
Training & Workforce Dev	Medium	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No	No	No response	Sometimes	Sometimes	Rarely	Sometimes	Sometimes	Rarely	
Transport (Dept)	Large	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	No response	Sometimes	Sometimes	Often	Sometimes	Sometimes	Often	
Treasury (Dept)	Medium	Yes - fully	Yes - partially	Being developed	No	No	No	No response	Rarely	Rarely	Often	Sometimes	Rarely	Rarely	
Treasury Corp	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No response	Rarely	Sometimes	Rarely	Rarely	Never	Never	
VenuesWest	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	Sometimes	Sometimes	Often	Rarely	Rarely	Sometimes	
Verve Energy	Schedule 1	No	No	No	Yes - partially	No	No	No response	Sometimes	Rarely	Sometimes	Sometimes	Rarely	Rarely	
WA College of Teaching	Small	No	No	No	No	No	No	No response	Never	Never	Never	Never	Never	Never	
WAIRC	Small	Yes - fully	Yes - partially	Yes - partially	No	Yes - partially	No	No response	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	
Water (Dept)	Medium	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Being developed	Being developed	No response	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	
Water Corp	Schedule 1	Being developed	Yes - partially	No	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	
West Coast IT	Medium	Yes - partially	No	Yes - fully	No	Yes - partially	No	No response	Sometimes	Often	Sometimes	Sometimes	Sometimes	Sometimes	
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Wheatbelt Dev	Very small	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Being developed	Yes - partially	No response	Often	Often	Often	Rarely	Sometimes	Rarely	
WorkCover	Small	No	No	No	No	No	No	No	Never	Never	Never	Never	Never	Never	
Zoo	Small	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - partially	No	No response	Sometimes	Often	Often	Sometimes	Rarely	Rarely	

Agency	Group	79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12? (continued)							80. Did your agency commence or complete any significant collaborative projects in 2011-12? Please consider any broad examples within your agency, across the sector or with other sectors. This may include program design and service delivery examples.	81. Does your agency monitor whether its customers / citizens / stakeholders are satisfied with its services?	82. Please advise which of the following strategies are used and to what degree:						
		Restrictive recruitment policies	Previous failed collaborative projects	Lack of leadership or collaboration champions	Lack of incentive	General employee resistance / reluctance to let go of existing methods	Inability to break down silos	Other			Telephone survey	Traditional hard copy mail survey	Online survey	Focus groups	Public forums	Social media	Other
Agriculture & Food	Large	Never	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes	Yes	Yes - fully	No	Yes - partially	Yes - partially	Yes - fully	No	No response
Albany Port	Schedule 1	Never	Never	Never	Never	Never	No response	No response	No	Yes	No response	No response	No response	Yes - partially	Yes - partially	No response	No response
Animal Resources	Small	Rarely	Rarely	Never	Rarely	Rarely	Rarely	No response	No	Yes	No	No	Yes - fully	No	No	No	No response
Architects Board	Very small	Never	Never	Rarely	Rarely	Rarely	Rarely	No response	No	No	No response	No response	No response	No response	No response	No response	No response
Attorney General	Large	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes	Yes	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully
Auditor General	Small	No response	No response	No response	No response	No response	No response	Always	Yes	Yes	No response	Yes - fully	Yes - fully	No response	No response	No response	No response
Botanic Gardens	Small	Rarely	Rarely	Rarely	Sometimes	Rarely	Rarely	No response	Yes	Yes	No	Yes - partially	Yes - partially	Yes - partially	No	Being developed	No response
Broome Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No	Yes	Yes - fully	No	Yes - fully	No	No	No	No response
Bunbury Port	Schedule 1	Never	Never	Often	Often	Rarely	Rarely	No response	Yes	Yes	No	No	No	Yes - partially	Yes - fully	No	No response
Bunbury Water	Small	No response	No response	No response	No response	No response	No response	No response	No	Yes	Yes - fully	No	No	No	No	No	No
Burswood Park	Very small	No response	No response	No response	No response	No response	No response	No response	No	Yes	No response	No response	No response	No response	No response	No response	No response
Busselton Water	Small	Never	Never	Never	Never	Never	Never	No response	No	Yes	No	Yes - fully	No	Yes - fully	No	No	No response
C Y O'Connor Institute	Small	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes	Yes	No	Yes - fully	No	No	Yes - fully	Yes - fully	No response
CCC	Small	Rarely	Rarely	Rarely	Rarely	Rarely	No response	No response	Yes	Yes	No response	No response	Yes - fully	No response	Yes - partially	No response	Yes - partially
Central IT	Large	Rarely	Never	Never	Never	Rarely	Never	Never	Yes	Yes	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No	Yes - partially	Yes - partially
Challenger IT	Medium	Sometimes	Rarely	Rarely	Sometimes	Sometimes	Rarely	No response	Yes	Yes	Yes - partially	Yes - partially	Yes - fully	Being developed	Yes - partially	Yes - partially	No response
Chem Centre	Small	Often	Rarely	Rarely	Sometimes	Sometimes	Sometimes	No response	No	Yes	Yes - fully	Yes - fully	Yes - fully	No	No	No	No response
Child Protection	Large	Sometimes	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes	Yes	No response	Yes - fully	Yes - fully	No response	No response	No response	No response
Children & Young People	Very small	Never	Never	Never	Never	Never	Never	No response	No	Yes	No	No	No	Being developed	No	No	Yes - fully
CHSHA	Small	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	No response	Yes	Yes	No	Yes - fully	No	No	Yes - partially	No	No response

Agency	Group	79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12? (continued)							80. Did your agency commence or complete any significant collaborative projects in 2011-12? Please consider any broad examples within your agency, across the sector or with other sectors. This may include program design and service delivery examples.	81. Does your agency monitor whether its customers / citizens / stakeholders are satisfied with its services?	82. Please advise which of the following strategies are used and to what degree:						
		Restrictive recruitment policies	Previous failed collaborative projects	Lack of leadership or collaboration champions	Lack of incentive	General employee resistance / reluctance to let go of existing methods	Inability to break down silos	Other			Telephone survey	Traditional hard copy mail survey	Online survey	Focus groups	Public forums	Social media	Other
CITF	Very small	Rarely	Never	Never	Never	Never	Never	No response	Yes	Yes	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	No response
Commerce	Medium	Never	Sometimes	Rarely	Never	Rarely	Rarely	No response	Yes	Yes	Yes - partially	Yes - partially	Yes - partially	No	No	Yes - partially	No response
Communities	Medium	Rarely	Rarely	Never	Never	Rarely	Rarely	No response	Yes	Yes	No response	Yes - fully	Yes - partially	Being developed	No response	Being developed	Yes - fully
Corrective Services	Large	Never	Never	Never	Never	Rarely	Sometimes	No response	Yes	No	No response	No response	No response	No response	No response	No response	No response
Culture and the Arts	Medium	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	No response	Yes	Yes	No response	No response	No response	No response	No response	No response	Yes - fully
Custodial Services	Very small	Never	Never	Never	Never	Never	Never	Never	Yes	No	No response	No response	No response	No response	No response	No response	No response
Dampier Port	Schedule 1	Never	Never	Never	Never	Never	Never	No response	No	Yes	No	Yes - partially	Yes - partially	No	No	No	No response
Disability Services	Large	Often	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	No	No	Yes - partially	Yes - partially	Yes - partially	Yes - fully
Drug & Alcohol	Small	Never	Never	Never	Never	Rarely	Sometimes	No response	Yes	Yes	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response
Durack IT	Medium	Never	Rarely	Rarely	Rarely	Rarely	Sometimes	No response	Yes	Yes	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No	Being developed	No response
Educ Services	Small	Sometimes	Never	Often	Often	Sometimes	Sometimes	No response	No	No response	No response	No response	No response	No response	No response	No response	No response
Education	Large	No response	No response	No response	No response	No response	No response	No response	No response	Yes	No response	No response	Yes - fully	Yes - fully	response	response	response
Electoral Comm	Small	Sometimes	Rarely	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No	Being developed	No response
Env & Conservation	Large	Rarely	Rarely	Rarely	Sometimes	Rarely	Sometimes	No response	Yes	Yes	No	Yes - fully	Being developed	Being developed	Being developed	Being developed	Yes - fully
Environment Protection	Small	Never	Never	Never	Never	Sometimes	Sometimes	No response	Yes	Yes	No	No	Yes - fully	No response	No	No	No response
Equal Opp	Small	Always	Rarely	Rarely	Sometimes	Rarely	Rarely	Always	Yes	Yes	Yes - fully	Yes - fully	Yes - fully	No response	No response	Yes - fully	Yes - fully
ERA	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	No response	No response	No response	No response	No response	No response
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	response	response	response	response	response
FESA	Large	No response	Sometimes	Never	Never	Rarely	Sometimes	No response	Yes	Yes	No	No	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
Finance	Large	Rarely	Rarely	Rarely	Rarely	Often	Sometimes	No response	Yes	Yes	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	No	No response

Agency	Group	79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12? (continued)							80. Did your agency commence or complete any significant collaborative projects in 2011-12? Please consider any broad examples within your agency, across the sector or with other sectors. This may include program design and service delivery examples.	81. Does your agency monitor whether its customers / citizens / stakeholders are satisfied with its services?	82. Please advise which of the following strategies are used and to what degree:						
		Restrictive recruitment policies	Previous failed collaborative projects	Lack of leadership or collaboration champions	Lack of incentive	General employee resistance / reluctance to let go of existing methods	Inability to break down silos	Other			Telephone survey	Traditional hard copy mail survey	Online survey	Focus groups	Public forums	Social media	Other
Fisheries	Medium	Rarely	Rarely	Never	Rarely	Sometimes	Sometimes	No response	Yes	No	No response	No response	No response	No response	No response	No response	No response
Forest Products	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Fremantle Port	Schedule 1	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	No response
Gascoyne Dev	Very small	Never	Never	Sometimes	Often	Never	Sometimes	No response	Yes	Yes	No	Yes - partially	Yes - partially	No	Being developed	No	No response
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	Sometimes	Sometimes	Rarely	Often	Rarely	Sometimes	No response	Yes	Yes	No	No	Yes - fully	Being developed	No	No	No
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	Never	Never	Never	Never	Never	Never	No response	No	Yes	No response	No response	Yes - fully	No response	No response	No response	No response
Gr Southern Dev	Very small	Never	Never	Never	Never	Never	Never	No response	Yes	Yes	Yes - fully	response	response	response	response	response	Yes - fully
Great Southern IT	Medium	Rarely	Never	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	No	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No	No response
Greyhound Racing	Schedule 1	Never	Never	No response	Never	Never	Never	No response	No	No	No response	No response	No response	No response	No response	No response	No response
HaDSCO	Very small	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes	Yes	Being developed	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No	No response
Health	Large	Rarely	Sometimes	Rarely	Rarely	Rarely	Sometimes	No response	Yes	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response
Healthway	Very small	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes	Yes	Yes - partially	No response	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	Sometimes	Rarely	Rarely	Rarely	Rarely	Sometimes	No response	Yes	Yes	No	Yes - fully	No	No	No	No	No response
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	No response	No response	No response	Yes - partially	Yes - partially	No response	No response
Info Commissioner	Very small	Never	Never	Never	Never	Never	Never	Never	No	Yes	No	Yes - fully	Yes - fully	No	Yes - partially	No	No
Insurance Comm	Medium	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Often	Yes	Yes	No	Yes - fully	Yes - fully	No	No	No	Yes - partially

Agency	Group	79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12? (continued)							80. Did your agency commence or complete any significant collaborative projects in 2011-12? Please consider any broad examples within your agency, across the sector or with other sectors. This may include program design and service delivery examples.	81. Does your agency monitor whether its customers / citizens / stakeholders are satisfied with its services?	82. Please advise which of the following strategies are used and to what degree:							
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Kimberley Dev	Very small	Rarely	Never	Never	Never	Never	Rarely	Sometimes	Yes	Yes	Yes - partially	Yes - fully	No	No	No	No	No	No response
Kimberley TI	Small	Sometimes	Rarely	Rarely	Rarely	Sometimes	Rarely	No response	Yes	Yes	No	Yes - partially	Yes - partially	No	No	Yes - partially	Being developed	No response
LandCorp	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	Yes	Yes - partially	Yes - partially	No response	No response	Yes - partially	developed	No response	
Landgate	Medium	Sometimes	Sometimes	Sometimes	Sometimes	Often	Often	No response	Yes	Yes	Yes - partially	No	Yes - partially	Yes - partially	No	No	No response	
Law Reform	Very small	No response	No response	No response	No response	No response	No response	No response	No	No	No response	No response	No response	No response	No response	No response	No response	
Legal Aid	Medium	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes	Yes	Yes - fully	response	response	response	response	response	response	
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	
Local Govt	Small	Rarely	Never	Never	Rarely	Sometimes	Sometimes	No response	Yes	Yes	Yes - partially	Yes - partially	No	No	No	No response		
Lotterywest	Small	Sometimes	Rarely	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	No response	No response	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	
Main Roads	Large	Rarely	Rarely	Sometimes	Rarely	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	
Meat Auth	Very small	No response	No response	No response	No response	No response	No response	No response	No	No	No response	No response	No response	No response	No response	No response	No response	
Mental Health	Small	Never	Sometimes	Rarely	Never	Never	Sometimes	No response	Yes	No	response	response	response	response	response	response	response	
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	response	response	response	response	response	response	
Metro Cemeteries	Small	Rarely	No response	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	No	No response	
Metro Redev	Small	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	No	No	No response	No response	No response	No response	No response	No response	No response	
Mid West Dev	Very small	Never	Never	Rarely	Sometimes	Rarely	Rarely	No response	No	Yes	Yes - fully	No	Yes - fully	No	No	No	No response	
Mines & Petroleum	Medium	Rarely	Rarely	Sometimes	Sometimes	Sometimes	Rarely	No response	Yes	Yes	No response	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	
National Trust	Small	Never	Rarely	Never	Never	Rarely	Rarely	No response	Yes	Yes	No	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	
Ombudsman	Small	Never	Never	Never	Never	Never	Never	Never	Yes	Yes	No	Yes - fully	No	No	Yes - fully	No	Yes - fully	
Peel Dev	Very small	Never	Never	Never	Never	Never	Sometimes	No response	Yes	Yes	No response	No response	Yes - fully	No response	Yes - partially	Yes - fully	No response	

Agency	Group	79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12? (continued)							80. Did your agency commence or complete any significant collaborative projects in 2011-12? Please consider any broad examples within your agency, across the sector or with other sectors. This may include program design and service delivery examples.	81. Does your agency monitor whether its customers / citizens / stakeholders are satisfied with its services?	82. Please advise which of the following strategies are used and to what degree:						
		Restrictive recruitment policies	Previous failed collaborative projects	Lack of leadership or collaboration champions	Lack of incentive	General employee resistance / reluctance to let go of existing methods	Inability to break down silos	Other			Telephone survey	Traditional hard copy mail survey	Online survey	Focus groups	Public forums	Social media	Other
Perth Market	Small	Sometimes	Rarely	Sometimes	Often	Often	Sometimes	No response	Yes	Yes	Yes - fully	No	No	Yes - fully	Yes - fully	Yes - fully	No response
Pilbara Dev	Very small	Never	Rarely	Rarely	Rarely	Never	Never	Never	Yes	Yes	Yes - partially	No	Yes - partially	No	No	No	No
Pilbara Institute	Small	Rarely	Never	Sometimes	Sometimes	Rarely	Sometimes	No response	Yes	Yes	Yes - partially	Yes - fully	Yes - fully	Yes - partially	No	No	No response
Planning	Medium	Never	Never	Sometimes	Often	Often	Sometimes	No response	Yes	Yes	Being developed	No	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially
Police	Large	Never	Never	Never	Never	Never	Rarely	No response	Yes	Yes	Yes - fully	Yes - fully	Yes - fully	No	Yes - partially	No	No
Polytechnic West	Large	Never	Never	Never	Never	Never	Never	No response	No	Yes	No	No	Yes - partially	No	No	Yes - partially	No response
Port Hedland Port	Schedule 1	Never	Never	Never	Never	Rarely	Never	No response	Yes	Yes	No	No	Yes - fully	No	No	No	Yes - fully
Potato Marketing	Very small	Never	Never	Often	Never	Always	Often	No response	No	No	No response	No response	No response	No response	No response	No response	No response
Premier & Cabinet	Medium	Rarely	Rarely	Rarely	Rarely	Sometimes	Sometimes	No response	Yes	Yes	No	Yes - fully	No	No	No	No	No
PSC	Small	Rarely	Rarely	Rarely	Rarely	Rarely	Rarely	No response	Yes	Yes	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No	No response
Public Prosecutions	Medium	Never	Never	Never	Never	Never	Never	No response	No	Yes	No	No	No	No	No	No	Yes - fully
Public Transport	Large	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	No	No	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	Never	Never	Never	Never	Never	Sometimes	No response	Yes	Yes	Yes - fully	Yes - fully	No	No	Yes - fully	Yes - fully	Yes - fully
Regional Dev & Lands	Medium	Rarely	Rarely	Rarely	Rarely	Sometimes	Sometimes	No response	Yes	Yes	Yes - partially	Yes - partially	No	No	Yes - partially	Yes - partially	No response
Rottneest Island	Small	Sometimes	Rarely	Sometimes	Always	Often	Rarely	No response	Yes	Yes	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
SCSA	Small	Often	Never	Rarely	Rarely	Sometimes	Sometimes	No response	No	Yes	No	Yes - fully	Yes - fully	No	Yes - fully	Being developed	Yes - fully
Small Business	Small	Rarely	Rarely	Rarely	Rarely	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	No	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response
South West Dev	Small	No response	No response	No response	No response	No response	No response	No response	Yes	Yes	No response	Yes - fully	Yes - fully	No response	No response	No response	No response
South West IT	Medium	Rarely	Rarely	Sometimes	Rarely	Sometimes	Sometimes	No response	No	Yes	No	No	Yes - fully	No	No	No	No response

Agency	Group	79. Did your agency experience any of the following barriers or impediments to collaboration in 2011-12? (continued)							80. Did your agency commence or complete any significant collaborative projects in 2011-12? Please consider any broad examples within your agency, across the sector or with other sectors. This may include program design and service delivery examples.	81. Does your agency monitor whether its customers / citizens / stakeholders are satisfied with its services?	82. Please advise which of the following strategies are used and to what degree:						
		Restrictive recruitment policies	Previous failed collaborative projects	Lack of leadership or collaboration champions	Lack of incentive	General employee resistance / reluctance to let go of existing methods	Inability to break down silos	Other			Telephone survey	Traditional hard copy mail survey	Online survey	Focus groups	Public forums	Social media	Other
Sport & Rec	Small	Sometimes	Rarely	Rarely	Rarely	Rarely	Sometimes	No response	Yes	Yes	No response	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No response	No response
State Development	Small	Rarely	Rarely	Rarely	Rarely	Rarely	Sometimes	No response	No	No	No response	No response	No response	No response	No response	No response	No response
State Heritage	Small	Rarely	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	No	No	No	Yes - partially	Yes - partially	Yes - partially	Yes - partially
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Training & Workforce Dev	Medium	Never	Sometimes	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	Yes - fully	Yes - fully	No	No	No	Yes - fully
Transport (Dept)	Large	Often	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	No response	No	No	No response	No response	No response	No response	No response	No response	No response
Treasury (Dept)	Medium	Never	Sometimes	Sometimes	Sometimes	Sometimes	Often	No response	Yes	Yes	No response	No response	Yes - fully	Yes - partially	No response	No response	Yes - partially
Treasury Corp	Schedule 1	Sometimes	Never	Rarely	Sometimes	Rarely	Rarely	No response	Yes	Yes	Yes - partially	No	Yes - partially	No	No	No	No response
VenuesWest	Medium	Rarely	Never	Never	Sometimes	Rarely	Rarely	No response	Yes	Yes	No	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully
Verve Energy	Schedule 1	Never	Never	Sometimes	Rarely	Sometimes	Rarely	No response	No	No	No response	No response	No response	No response	No response	No response	No response
WA College of Teaching	Small	Never	Never	Never	Never	No response	Never	No response	No	No	No response	No response	No response	No response	No response	No response	No response
WAIRC	Small	Rarely	Rarely	Often	Often	Sometimes	Sometimes	No response	Yes	Yes	No	Yes - fully	Yes - fully	No	No	No	No response
Water (Dept)	Medium	Sometimes	Sometimes	Sometimes	Sometimes	Rarely	Sometimes	No response	Yes	Yes	No	Yes - fully	No	No	Yes - fully	No	Yes - fully
Water Corp	Schedule 1	Never	Rarely	Rarely	Sometimes	Sometimes	Sometimes	No response	Yes	Yes	Yes - fully	No	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response
West Coast IT	Medium	Rarely	Rarely	Rarely	Sometimes	Rarely	Sometimes	No response	Yes	Yes	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	Yes - fully	No response
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	Rarely	Rarely	Rarely	Rarely	Rarely	Often	No response	Yes	Yes	Yes - fully	No	No	No	Yes - partially	No	No response
WorkCover	Small	Never	Never	Never	Never	Never	Never	Never	Yes	Yes	Yes - fully	No	Yes - fully	No	No	No	No
Zoo	Small	Rarely	Never	Rarely	Rarely	Rarely	Rarely	No response	Yes	Yes	Yes - fully	No	No	No	No	Yes - fully	Yes - fully

Agency	Group	83. Please rate your Agency on the following criteria and select the appropriate maturity rating:							84. How have you advised staff about the requirements of the State Records Act 2000 ?			
		Processes exist to manage communication and other interaction between ministers and other parliamentary representatives and the organisation (e.g. s.74 Agreement).	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	Business processes and outcome specific key performance indicators are aligned to the organisation's key strategic goals and outcomes, and a record is maintained of the organisation's performance against these indicators.	The organisation is structured to serve its key strategic goals and outcomes and processes exist to manage structural change and the relationships between business units.	Structured processes are in place to monitor and audit financial performance, including the proper recording and reporting of financial transactions, against budget and key strategic goals, both at executive level as well as by an independent audit committee.	Policies, practices and processes exist for the governance and management of material risks. This includes all aspects of the organisation's business ranging from reputational, financial or physical to occupational safety and health (this may include a comprehensive risk management plan or individual policies or procedures for managing specific risks).	Provide online advice about record keeping requirements	Staff have completed in-house recordkeeping training	Monitor the usage of the agency's record keeping system
Agriculture & Food	Large	4	2	4	3	2	4	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Albany Port	Schedule 1	No response	4	4	No response	3	5	4	No response	Yes - fully	Yes - partially	No response
Animal Resources	Small	5	5	5	5	5	5	5	Yes - partially	Yes - partially	Yes - partially	No response
Architects Board	Very small	0	4	0	0	0	5	3	No	Yes - fully	Yes - partially	No response
Attorney General	Large	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Auditor General	Small	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	No response
Botanic Gardens	Small	3	4	4	3	3	5	4	Yes - partially	Yes - partially	Yes - partially	No response
Broome Port	Schedule 1	3	4	4	3	3	5	4	Yes - fully	No	Yes - partially	Yes - fully
Bunbury Port	Schedule 1	5	4	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	No response
Bunbury Water	Small	2	4	5	5	4	5	5	Yes - partially	Yes - fully	Yes - partially	No response
Burswood Park	Very small	4	4	3	4	3	5	3	Yes - partially	No response	Being developed	No response
Busseton Water	Small	5	5	5	5	5	5	5	Yes - partially	Yes - fully	Being developed	No response
C Y O'Connor Institute	Small	4	4	5	5	5	5	3	Yes - fully	Yes - fully	Yes - partially	No response
CCC	Small	5	5	4	4	5	5	4	Yes - fully	Yes - fully	Yes - fully	No response
Central IT	Large	4	4	4	5	4	5	5	Yes - partially	Yes - partially	Yes - partially	No
Challenger IT	Medium	5	5	5	5	5	5	5	Yes - fully	Yes - partially	Yes - fully	No response
Chem Centre	Small	5	5	5	5	4	5	5	Yes - fully	Yes - partially	Being developed	No response
Child Protection	Large	3	3	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Children & Young People	Very small	4	4	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully
CHSHA	Small	4	4	4	5	5	5	5	Yes - partially	Yes - fully	Yes - fully	No response



Agency	Group	83. Please rate your Agency on the following criteria and select the appropriate maturity rating:							84. How have you advised staff about the requirements of the State Records Act 2000 ?				
		Processes exist to manage communication and other interaction between ministers and other parliamentary representatives and the organisation (e.g. s.74 Agreement).	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	Business processes and outcome specific key performance indicators are aligned to the organisation's key strategic goals and outcomes, and a record is maintained of the organisation's performance against these indicators.	The organisation is structured to serve its key strategic goals and outcomes and processes exist to manage structural change and the relationships between business units.	Structured processes are in place to monitor and audit financial performance, including the proper recording and reporting of financial transactions, against budget and key strategic goals, both at executive level as well as by an independent audit committee.	Policies, practices and processes exist for the governance and management of material risks. This includes all aspects of the organisation's business ranging from reputational, financial or physical to occupational safety and health (this may include a comprehensive risk management plan or individual policies or procedures for managing specific risks).	Provide online advice about record keeping requirements	Staff have completed in-house recordkeeping training	Monitor the usage of the agency's record keeping system
CITF	Very small	5	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	No response
Commerce	Medium	5	3	4	5	3	5	5	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Communities	Medium	5	2	5	4	4	5	3	No	Yes - partially	Yes - partially	No response	No response
Corrective Services	Large	4	4	4	4	4	4	4	4	Yes - fully	Yes - partially	Yes - fully	Yes - fully
Culture and the Arts	Medium	4	5	5	4	5	4	4	4	Yes - partially	Yes - fully	Yes - fully	No response
Custodial Services	Very small	5	5	5	5	5	3	4	4	Yes - fully	Yes - fully	Yes - fully	No response
Dampier Port	Schedule 1	5	5	5	4	4	5	4	4	Yes - fully	Yes - fully	Yes - partially	No response
Disability Services	Large	5	5	5	4	4	5	4	4	Yes - partially	Yes - fully	Yes - partially	No response
Drug & Alcohol	Small	4	3	4	4	4	4	4	4	Yes - fully	Yes - fully	Being developed	Yes - fully
Durack IT	Medium	4	4	4	4	4	5	4	4	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Educ Services	Small	5	5	4	5	5	5	5	5	Yes - partially	Yes - fully	Yes - partially	Yes - fully
Education	Large	5	5	5	4	5	5	5	5	Yes - fully	Yes - partially	Yes - fully	No response
Electoral Comm	Small	5	4	5	5	5	5	5	5	Yes - fully	Yes - partially	Yes - partially	No response
Env & Conservation	Large	5	4	4	5	5	5	3	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Environment Protection	Small	5	5	5	4	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	No response
Equal Opp	Small	4	4	4	3	3	4	4	4	Yes - partially	Yes - partially	Yes - partially	No response
ERA	Small	3	2	4	4	4	5	2	2	Yes - fully	Yes - fully	Yes - fully	No response
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	5	5	5	5	5	5	2	2	Yes - partially	Yes - partially	Yes - partially	No response
Finance	Large	4	4	4	2	1	4	4	4	Yes - partially	Yes - partially	Yes - partially	No response

Agency	Group	83. Please rate your Agency on the following criteria and select the appropriate maturity rating:							84. How have you advised staff about the requirements of the State Records Act 2000 ?			
		Processes exist to manage communication and other interaction between ministers and other parliamentary representatives and the organisation (e.g. s.74 Agreement).	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	Business processes and outcome specific key performance indicators are aligned to the organisation's key strategic goals and outcomes, and a record is maintained of the organisation's performance against these indicators.	The organisation is structured to serve its key strategic goals and outcomes and processes exist to manage structural change and the relationships between business units.	Business processes and outcome specific key performance indicators are aligned to the organisation's key strategic goals and outcomes, and a record is maintained of the organisation's performance against these indicators.	Structured processes are in place to monitor and audit financial performance, including the proper recording and reporting of financial transactions, against budget and key strategic goals, both at executive level as well as by an independent audit committee.	Policies, practices and processes exist for the governance and management of material risks. This includes all aspects of the organisation's business ranging from reputational, financial or physical to occupational safety and health (this may include a comprehensive risk management plan or individual policies or procedures for managing specific risks).	Provide online advice about record keeping requirements	Staff have completed in-house recordkeeping training
Fisheries	Medium	4	4	4	4	4	3	No response	Being developed	Yes - fully	Yes - partially	No response
Forest Products	Small	1	1	1	1	1	1	1	Yes - fully	Being developed	Yes - fully	No response
Fremantle Port	Schedule 1	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Gascoyne Dev	Very small	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	No response
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	4	4	4	5	4	5	5	Yes - fully	Yes - partially	Yes - partially	No response
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	Yes - fully	No response	Yes - fully	No response
GoldEsp Dev	Very small	4	0	4	2	0	5	4	Yes - fully	Yes - partially	Yes - fully	No response
Gr Southern Dev	Very small	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	No response
Great Southern IT	Medium	4	4	4	4	4	4	4	No	Yes - partially	Yes - partially	No response
Greyhound Racing	Schedule 1	4	0	3	3	0	4	4	No	No	No	No response
HaDSCO	Very small	4	4	4	3	3	5	5	Yes - partially	Yes - partially	Yes - partially	No response
Health	Large	5	3	5	5	5	5	3	Yes - fully	Yes - partially	Yes - partially	No response
Healthway	Very small	4	4	4	3	4	4	4	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Horizon Power	Schedule 1	3	3	4	4	4	3	3	Yes - fully	Yes - fully	Yes - fully	No response
Housing	Large	4	4	4	4	4	5	5	Yes - fully	Yes - fully	Yes - fully	No response
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	5	4	5	4	4	4	4	Yes - fully	Yes - partially	Yes - fully	No response
Info Commissioner	Very small	0	4	0	5	5	5	3	No	Yes - fully	Yes - fully	No
Insurance Comm	Medium	4	5	5	5	4	5	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully

Agency	Group	83. Please rate your Agency on the following criteria and select the appropriate maturity rating:							84. How have you advised staff about the requirements of the State Records Act 2000 ?			
		Processes exist to manage communication and other interaction between ministers and other parliamentary representatives and the organisation (e.g. s.74 Agreement).	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	Business processes and outcome specific key performance indicators are aligned to the organisation's key strategic goals and outcomes, and a record is maintained of the organisation's performance against these indicators.	The organisation is structured to serve its key strategic goals and outcomes and processes exist to manage structural change and the relationships between business units.	Business processes and outcome specific key performance indicators are aligned to the organisation's key strategic goals and outcomes, and a record is maintained of the organisation's performance against these indicators.	Structured processes are in place to monitor and audit financial performance, including the proper recording and reporting of financial transactions, against budget and key strategic goals, both at executive level as well as by an independent audit committee.	Policies, practices and processes exist for the governance and management of material risks. This includes all aspects of the organisation's business ranging from occupational safety and health (this may include a comprehensive risk management plan or individual policies or procedures for managing specific risks).	Provide online advice about record keeping requirements	Staff have completed in-house recordkeeping training
Kimberley Dev	Very small	5	5	5	5	5	5	4	Yes - fully	Yes - partially	Yes - fully	No response
Kimberley TI	Small	5	5	5	5	5	5	4	Yes - partially	Yes - partially	Yes - partially	No response
LandCorp	Schedule 1	5	5	5	5	4	5	5	Yes - partially	Yes - partially	Yes - partially	No response
Landgate	Medium	5	5	4	4	4	5	4	Yes - fully	Yes - partially	Yes - partially	No response
Law Reform	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Legal Aid	Medium	4	4	5	4	4	5	5	Yes - fully	Yes - partially	Being developed	No response
Legal Prac	Small	0	4	0	2	No response	No response	No response	No response	No response	No response	No response
Local Govt	Small	4	4	4	3	4	4	3	Being developed	Yes - partially	Yes - fully	Being developed
Lotterywest	Small	5	5	5	3	3	4	3	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Main Roads	Large	5	5	5	5	5	5	4	Yes - fully	Yes - partially	Yes - fully	No response
Meat Auth	Very small	4	4	4	4	4	5	4	No	Being developed	Being developed	No response
Mental Health	Small	3	2	3	1	3	3	3	Yes - fully	Yes - fully	Yes - partially	No response
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	3	4	4	5	3	5	5	Being developed	Yes - fully	Being developed	No response
Metro Redev	Small	5	4	2	2	2	5	4	Yes - fully	Being developed	Yes - fully	No response
Mid West Dev	Very small	3	4	2	1	2	4	3	Yes - fully	No	Yes - partially	No response
Mines & Petroleum	Medium	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	Yes - partially
National Trust	Small	5	5	5	5	5	5	5	Yes - partially	Yes - partially	Yes - partially	No response
Ombudsman	Small	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	No
Peel Dev	Very small	5	5	5	5	4	5	5	Yes - fully	Yes - fully	Yes - fully	No response

Agency	Group	83. Please rate your Agency on the following criteria and select the appropriate maturity rating:								84. How have you advised staff about the requirements of the State Records Act 2000 ?			
		Processes exist to manage communication and other interaction between ministers and other parliamentary representatives and the organisation (e.g. s.74 Agreement).	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	Provide online advice about record keeping requirements	Staff have completed in-house recordkeeping training	Monitor the usage of the agency's record keeping system
Perth Market	Small	3	4	4	4	4	4	4	4	Yes - fully	Yes - fully	Yes - fully	No response
Pilbara Dev	Very small	4	4	5	4	3	5	5	5	Yes - partially	Yes - partially	Yes - partially	No
Pilbara Institute	Small	4	3	5	5	5	5	5	5	No	Yes - partially	Yes - fully	No response
Planning	Medium	5	4	4	5	4	4	4	5	Yes - fully	Yes - partially	Yes - fully	No response
Police	Large	5	5	5	5	5	5	4	5	Yes - fully	Yes - partially	Yes - fully	No response
Polytechnic West	Large	4	4	4	4	4	4	4	5	Yes - partially	Yes - partially	Yes - fully	No response
Port Hedland Port	Schedule 1	5	5	5	3	3	5	3	3	Yes - fully	Yes - partially	Yes - fully	No response
Potato Marketing	Very small	1	3	2	1	2	2	2	2	No	No	Yes - fully	No response
Premier & Cabinet	Medium	5	2	4	4	4	3	4	4	Yes - fully	Yes - fully	Yes - fully	No response
PSC	Small	5	4	5	4	5	4	4	4	Yes - fully	Yes - fully	Yes - partially	No
Public Prosecutions	Medium	4	5	3	5	5	5	5	5	Yes - fully	Yes - partially	Yes - fully	No response
Public Transport	Large	3	3	4	5	4	5	4	4	Yes - fully	Yes - fully	Yes - partially	Yes - partially
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	4	4	4	4	4	4	4	4	Yes - partially	Yes - fully	Yes - partially	Yes - fully
Regional Dev & Lands	Medium	2	4	3	3	3	4	3	3	Yes - partially	Yes - fully	Yes - partially	Yes - fully
Rottnest Island	Small	5	5	3	5	4	5	5	5	Yes - fully	Yes - fully	Yes - fully	No response
SCSA	Small	5	5	4	4	4	5	5	5	Yes - fully	Yes - fully	Yes - fully	No response
Small Business	Small	4	4	3	4	4	5	4	4	Yes - partially	Yes - fully	Yes - fully	No response
South West Dev	Small	4	4	5	5	5	5	3	3	No	Yes - fully	Yes - fully	No response
South West IT	Medium	3	4	5	5	5	5	5	5	Yes - fully	Yes - partially	Yes - fully	No response

Agency	Group	83. Please rate your Agency on the following criteria and select the appropriate maturity rating:							84. How have you advised staff about the requirements of the State Records Act 2000 ?			
		Processes exist to manage communication and other interaction between ministers and other parliamentary representatives and the organisation (e.g. s. 74 Agreement).	A document defines roles, responsibilities and accountability for all relevant levels of management (e.g. boards and committees, those involved in setting the organisation's key strategic goals and outcomes and monitoring organisational performance). An example document is the delegated authority policy.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	A strategic plan outlines the organisation's key strategic goals, outcomes and outputs. Operational plans and programs of work support the organisation's key strategic goals and outcomes and are regularly adjusted to changes in strategic and environmental imperatives.	Business processes and outcome specific key performance indicators are aligned to the organisation's key strategic goals and outcomes, and a record is maintained of the organisation's performance against these indicators.	The organisation is structured to serve its key strategic goals and outcomes and processes exist to manage structural change and the relationships between business units.	Structured processes are in place to monitor and audit financial performance, including the proper recording and reporting of financial transactions, against budget and key strategic goals, both at executive level as well as by an independent audit committee.	Policies, practices and processes exist for the governance and management of material risks. This includes all aspects of the organisation's business ranging from reputational, financial or physical to occupational safety and health (this may include a comprehensive risk management plan or individual policies or procedures for managing specific risks).	Provide online advice about record keeping requirements	Staff have completed in-house recordkeeping training	Monitor the usage of the agency's record keeping system
Sport & Rec	Small	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - partially	Yes - partially
State Development	Small	5	4	4	4	4	4	4	Yes - fully	Yes - fully	Yes - fully	No response
State Heritage	Small	4	4	4	4	4	4	2	Being developed	Yes - partially	Yes - partially	Being developed
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	3	3	4	4	4	4	2	Yes - partially	Yes - partially	Yes - partially	No response
Training & Workforce Dev	Medium	5	5	5	5	5	5	4	Yes - fully	Yes - fully	Yes - partially	Yes - fully
Transport (Dept)	Large	4	4	4	3	4	4	3	Yes - fully	Yes - fully	Yes - fully	No response
Treasury (Dept)	Medium	5	4	5	4	5	5	4	Yes - partially	Yes - partially	Yes - partially	No response
Treasury Corp	Schedule 1	5	5	5	5	5	5	5	Yes - partially	Yes - fully	Yes - partially	No response
VenuesWest	Medium	5	5	5	4	4	4	3	Being developed	Being developed	Being developed	No response
Verve Energy	Schedule 1	4	4	4	4	4	5	4	Yes - fully	Yes - fully	Being developed	No response
WA College of Teaching	Small	3	3	3	3	2	3	2	Yes - partially	Yes - partially	Yes - partially	No response
WAIRC	Small	5	4	4	4	3	5	4	Yes - fully	Yes - fully	Yes - partially	No response
Water (Dept)	Medium	4	5	5	4	4	5	3	Yes - fully	Yes - partially	Yes - partially	No response
Water Corp	Schedule 1	5	5	5	5	5	5	5	Yes - fully	Yes - fully	Yes - fully	No response
West Coast IT	Medium	5	5	5	5	5	5	5	Being developed	Being developed	Being developed	No response
Western Power	Schedule 1	5	5	4	5	4	5	5	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Wheatbelt Dev	Very small	3	4	5	4	4	5	4	Yes - partially	Being developed	Yes - partially	No response
WorkCover	Small	5	5	5	5	5	5	5	No response	Yes - fully	No	No
Zoo	Small	5	5	5	5	5	5	4	Yes - fully	Yes - fully	Yes - fully	No response

Agency	Group	85. How do you ensure your agency complies with the State Records Act 2000 ?							86. In the context of the strategies and initiatives highlighted in the previous questions, please rate the maturity of your agency's systems that support the State Records Act 2000 and your Recordkeeping Plan (please also refer to the Maturity Rubric before choosing your rating).	87. Has your agency received any allegations of non-compliance with the State Records Act 2000?	88e. Website costs						
		Provide employees access to a copy of the agency's Recordkeeping Plan	Provide employees access to the State Records Commission Standards on government recordkeeping	Conduct regular monitoring of recordkeeping practices in the agency	Monitor correct usage of the agency's recordkeeping systems and tools	Monitor allegations of non-compliance with the agency's Recordkeeping Plan	The agency's internal audit plan includes records management	Other			Hardware	Software	Hosting and support	Maintenance	Planning and development	Total cost	Website savings
Agriculture & Food	Large	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	No	No response	3	No	-	\$50,408.00	\$4,094.00	\$9,100.00	\$1,654,992.00	\$1,718,594.00	\$130,651.00
Albany Port	Schedule 1	Yes - fully	No	Yes - partially	Yes - partially	Being developed	No	No response	3	No	-	-	-	-	-	-	-
Animal Resources	Small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	4	No	-	-	\$500.00	\$500.00	-	\$1,000.00	-
Architects Board	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No	No	No response	4	No	\$495.00	\$410.00	\$945.00	\$1,353.00	-	\$3,203.00	-
Attorney General	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	5	Yes	\$14,747.00	\$61,910.00	\$51,502.00	\$59,615.00	\$99,347.00	\$287,121.00	-
Auditor General	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	-	-	\$760.00	-	-	\$760.00	-
Botanic Gardens	Small	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No response	4	No	\$1,000.00	\$200.00	\$1,800.00	\$59,740.00	\$19,913.00	\$82,653.00	-
Broome Port	Schedule 1	No	No	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	4	No	-	-	\$599.00	\$1,056.00	-	\$1,655.00	-
Bunbury Port	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	5	No	-	-	\$800.00	-	-	\$800.00	-
Bunbury Water	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	No	\$1.00	\$1.00	\$1,516.00	\$5,731.00	\$1.00	\$7,250.00	\$1.00
Burswood Park	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Being developed	No	No response	3	No	\$227.00	-	\$4,340.00	-	-	\$4,567.00	-
Busseton Water	Small	Being developed	Being developed	Being developed	Yes - partially	Yes - partially	Being developed	No response	4	No	-	-	\$1,395.00	-	-	\$1,395.00	-
C Y O'Connor Institute	Small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	4	No	-	-	-	-	-	-	-
CCC	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	4	No	-	\$13,742.78	-	\$29,815.49	-	\$43,558.27	-
Central IT	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	3	No	-	\$1,575.95	\$21,435.80	\$105,863.00	\$415,496.00	\$544,370.75	-
Challenger IT	Medium	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	4	Yes	-	-	-	-	\$60,000.00	\$60,000.00	-
Chem Centre	Small	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	Yes - fully	No response	3	No	-	-	\$1,200.00	\$3,300.00	\$7,500.00	\$12,000.00	-
Child Protection	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	5	No	\$5,000.00	\$20,000.00	\$10,000.00	\$20,000.00	\$10,000.00	\$65,000.00	\$10,000.00
Children & Young People	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	4	No	-	-	\$4,294.00	\$9,791.00	-	\$14,085.00	-
CHSHA	Small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	4	No	-	-	-	-	-	-	-

Agency	Group	85. How do you ensure your agency complies with the State Records Act 2000 ?							86. In the context of the strategies and initiatives highlighted in the previous questions, please rate the maturity of your agency's systems that support the State Records Act 2000 and your Recordkeeping Plan (please also refer to the Maturity Rubric before choosing your rating).	87. Has your agency received any allegations of non-compliance with the State Records Act 2000?	88e. Website costs						
		Provide employees access to a copy of the agency's Recordkeeping Plan	Provide employees access to the State Records Commission Standards on government recordkeeping	Conduct regular monitoring of recordkeeping practices in the agency	Monitor correct usage of the agency's recordkeeping systems and tools	Monitor allegations of non-compliance with the agency's Recordkeeping Plan	The agency's internal audit plan includes records management	Other			Hardware	Software	Hosting and support	Maintenance	Planning and development	Total cost	Website savings
CITF	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	4	No	\$1,000.00	-	\$1,200.00	\$1,000.00	\$1,000.00	\$4,200.00	-
Commerce	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - fully	5	No	\$9,000.00	\$25,853.00	\$73,776.00	\$269,821.00	\$64,407.00	\$442,857.00	-
Communities	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	No response	3	No	\$26,000.00	\$234.00	\$3,480.00	-	\$80,000.00	\$109,714.00	-
Corrective Services	Large	Yes - fully	Yes - partially	Being developed	Yes - partially	Yes - fully	No	No response	3	No	\$14,747.00	\$11,774.52	\$51,713.03	\$49,648.19	\$19,075.32	\$146,958.06	\$4,533.00
Culture and the Arts	Medium	Being developed	Being developed	Yes - partially	Being developed	No	Yes - fully	No response	4	No	\$2,500.00	-	-	\$152,000.00	\$6,600.00	\$161,100.00	\$98,000.00
Custodial Services	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No	-	-	\$300.00	-	-	\$300.00	-
Dampier Port	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	No	-	-	-	-	-	-	-
Disability Services	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response	2	No	-	\$45,000.00	\$15,000.00	\$113,000.00	-	\$173,000.00	-
Drug & Alcohol	Small	No	Yes - partially	No	No	Being developed	No	No	2	No	-	\$11,017.39	\$7,240.46	\$23,099.37	\$35,240.00	\$76,597.22	-
Durack IT	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	No response	5	No	-	-	-	\$4,000.00	-	\$4,000.00	-
Educ Services	Small	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	4	No	-	\$200.00	\$220.00	\$29,415.00	-	\$29,835.00	-
Education	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	Yes	\$80,000.00	\$19,000.00	\$72,000.00	\$1,314,000.00	\$239,000.00	\$1,724,000.00	\$766,000.00
Electoral Comm	Small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	4	No	-	-	\$43,500.00	-	-	\$43,500.00	-
Env & Conservation	Large	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	No	\$96,684.00	\$25,421.00	\$83,529.00	\$428,000.00	\$8,000.00	\$641,634.00	-
Environment Protection	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	No	\$30,000.00	\$11,945.06	\$1,950.00	\$1,592.25	-	\$45,487.31	\$750.00
Equal Opp	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	No	-	-	\$1,500.00	\$2,500.00	-	\$4,000.00	-
ERA	Small	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	4	No	-	-	\$18,017.00	\$3,207.00	\$4,960.00	\$26,184.00	-
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
FESA	Large	Yes - fully	Yes - partially	Yes - partially	No	No	Yes - fully	No response	2	No	-	\$53,150.00	\$471,800.00	\$203,400.00	\$66,900.00	\$795,250.00	-
Finance	Large	Yes - fully	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	5	No	\$86,729.00	\$117,157.00	\$32,317.00	\$236,518.00	\$27,660.00	\$500,381.00	-

Agency	Group	85. How do you ensure your agency complies with the State Records Act 2000 ?							86. In the context of the strategies and initiatives highlighted in the previous questions, please rate the maturity of your agency's systems that support the State Records Act 2000 and your Recordkeeping Plan (please also refer to the Maturity Rubric before choosing your rating).	87. Has your agency received any allegations of non-compliance with the State Records Act 2000?	88e. Website costs						
		Provide employees access to a copy of the agency's Recordkeeping Plan	Provide employees access to the State Records Commission Standards on government recordkeeping	Conduct regular monitoring of recordkeeping practices in the agency	Monitor correct usage of the agency's recordkeeping systems and tools	Monitor allegations of non-compliance with the agency's Recordkeeping Plan	The agency's internal audit plan includes records management	Other			Hardware	Software	Hosting and support	Maintenance	Planning and development	Total cost	Website savings
Fisheries	Medium	Yes - partially	Yes - partially	Being developed	Being developed	Being developed	Being developed	No response	3	No	-	-	\$35,463.00	-	-	\$35,463.00	-
Forest Products	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	-	\$250.00	\$1,000.00	-	-	\$1,250.00	-
Fremantle Port	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	-	-	-	-	-	-	-
Gascoyne Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	No	-	-	\$3,000.00	-	-	\$3,000.00	-
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
GESB	Medium	Yes - fully	No	Being developed	Yes - partially	Yes - fully	Yes - fully	No response	4	No	\$319,016.00	\$59,491.00	\$50,000.00	\$60,692.06	\$184,420.12	\$673,619.18	-
Gold Corporation	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	-	-	-	-	-	-	-
GoldEsp Dev	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	Yes - fully	No response	4	No	-	-	\$3,500.00	\$500.00	-	\$4,000.00	-
Gr Southern Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	\$419.00	-	\$600.00	-	\$1,450.00	\$2,469.00	-
Great Southern IT	Medium	Yes - fully	No	Yes - partially	Yes - partially	No	No response	No response	4	No	-	-	-	-	-	-	-
Greyhound Racing	Schedule 1	No	No	No	No	No	No	No response	0	No	-	-	\$2,388.00	-	-	\$2,388.00	-
HaDSCO	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	No response	No response	No	-	-	-	-	-	-	-
Health	Large	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No response	4	No	\$11,231.00	\$25,909.00	\$410,028.00	\$834,516.00	\$142,673.00	\$1,424,357.00	\$3,364.00
Healthway	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	4	No	\$1.00	\$1.00	\$5,000.00	\$7,260.00	-	\$12,262.00	-
Horizon Power	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No response	3	No	-	-	-	-	-	-	-
Housing	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	\$1,736.00	\$30,334.70	\$7,475.00	\$27,600.00	\$30,000.00	\$97,145.70	-
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Indigenous Affairs	Small	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	No	\$600.00	\$5,300.00	\$3,900.00	\$9,760.00	-	\$19,560.00	-
Info Commissioner	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No	No response	4	No	\$100.00	-	\$2,200.00	\$3,750.00	-	\$6,050.00	-
Insurance Comm	Medium	Yes - fully	No	Yes - partially	Yes - partially	No	Yes - partially	No response	2	No	\$6,150.00	\$3,075.00	\$5,500.00	\$7,160.00	\$11,463.00	\$33,348.00	-



Agency	Group	85. How do you ensure your agency complies with the State Records Act 2000 ?							86. In the context of the strategies and initiatives highlighted in the previous questions, please rate the maturity of your agency's systems that support the State Records Act 2000 and your Recordkeeping Plan (please also refer to the Maturity Rubric before choosing your rating).	87. Has your agency received any allegations of non-compliance with the State Records Act 2000?	88e. Website costs						
		Provide employees access to a copy of the agency's Recordkeeping Plan	Provide employees access to the State Records Commission Standards on government recordkeeping	Conduct regular monitoring of recordkeeping practices in the agency	Monitor correct usage of the agency's recordkeeping systems and tools	Monitor allegations of non-compliance with the agency's Recordkeeping Plan	The agency's internal audit plan includes records management	Other			Hardware	Software	Hosting and support	Maintenance	Planning and development	Total cost	Website savings
Kimberley Dev	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	No response	4	No	-	-	\$509.09	\$300.00	-	\$809.09	-
Kimberley TI	Small	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No response	4	No	-	-	-	-	-	-	-
LandCorp	Schedule 1	No response	No response	Yes - partially	Yes - partially	No response	Yes - fully	No response	4	No	-	-	-	-	-	-	-
Landgate	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	4	No	\$720,720.00	\$526,554.00	\$671,915.00	\$1,954,580.00	-	\$3,873,769.00	-
Law Reform	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	-	-	-	\$605.00	\$23,592.00	\$24,197.00	-
Legal Aid	Medium	Yes - fully	Yes - partially	No	No	No	Yes - fully	No response	2	No	\$2,500.00	\$10,000.00	\$5,000.00	\$50,000.00	-	\$67,500.00	-
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No response	No response	No response	-	-	\$3,116.00	-	\$26,000.00	\$29,116.00	-
Local Govt	Small	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	4	No	-	\$2,336.40	\$12,689.60	\$81,100.00	\$42,000.00	\$138,126.00	-
Lotterywest	Small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	3	No	\$55,500.00	-	\$106,200.00	\$20,625.00	\$250,450.00	\$432,775.00	-
Main Roads	Large	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	4	No	\$80,738.00	\$89,197.00	\$174,976.00	\$226,488.00	\$369,554.00	\$940,953.00	-
Meat Auth	Very small	Yes - partially	Yes - partially	Being developed	Being developed	Being developed	Being developed	No response	3	No	-	-	\$440.00	-	\$4,800.00	\$5,240.00	-
Mental Health	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	No response	4	No	-	-	\$1,100.00	\$994.00	-	\$2,094.00	-
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Metro Cemeteries	Small	Yes - fully	Being developed	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	4	No	-	\$2,200.00	\$2,000.00	-	\$5,000.00	\$9,200.00	-
Metro Redev	Small	Being developed	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	3	No	\$1,000.00	\$1,260.00	\$11,848.00	\$37,670.00	\$206,259.40	\$258,037.40	\$5,000.00
Mid West Dev	Very small	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	No	No response	3	No	-	-	\$2,294.00	\$10,561.00	-	\$12,855.00	-
Mines & Petroleum	Medium	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	No	-	-	\$63,820.00	\$34,587.25	\$13,430.00	\$111,837.25	-
National Trust	Small	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	5	No	-	\$120,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$180,000.00	-
Ombudsman	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No	5	No	-	\$4,826.34	\$780.00	\$16,180.00	\$1,923.90	\$23,710.24	-
Peel Dev	Very small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	-	-	-	-	\$6,000.00	\$6,000.00	-

Agency	Group	85. How do you ensure your agency complies with the State Records Act 2000 ?							86. In the context of the strategies and initiatives highlighted in the previous questions, please rate the maturity of your agency's systems that support the State Records Act 2000 and your Recordkeeping Plan (please also refer to the Maturity Rubric before choosing your rating).	87. Has your agency received any allegations of non-compliance with the State Records Act 2000?	88e. Website costs						
		Provide employees access to a copy of the agency's Recordkeeping Plan	Provide employees access to the State Records Commission Standards on government recordkeeping	Conduct regular monitoring of recordkeeping practices in the agency	Monitor correct usage of the agency's recordkeeping systems and tools	Monitor allegations of non-compliance with the agency's Recordkeeping Plan	The agency's internal audit plan includes records management	Other			Hardware	Software	Hosting and support	Maintenance	Planning and development	Total cost	Website savings
Perth Market	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	No	-	-	\$12,000.00	-	\$20,000.00	\$32,000.00	-
Pilbara Dev	Very small	Yes - fully	Yes - partially	Yes - fully	Yes - fully	Yes - partially	Yes - fully	No	4	No	-	-	\$15,695.00	-	-	\$15,695.00	-
Pilbara Institute	Small	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	No	\$3,200.00	\$3,540.00	\$40.00	\$3,672.00	-	\$10,452.00	-
Planning	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	4	No	\$4,000.00	\$9,000.00	\$16,532.00	\$186,026.00	-	\$215,558.00	-
Police	Large	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	Yes - fully	No response	4	No	\$47,448.00	\$58,450.00	-	\$29,000.00	\$110,213.00	\$245,111.00	-
Polytechnic West	Large	Being developed	Yes - fully	Yes - partially	Yes - partially	Yes - fully	Yes - fully	No response	4	No	-	-	\$1,200.00	\$4,504.00	-	\$5,704.00	-
Port Hedland Port	Schedule 1	Yes - fully	Yes - fully	Being developed	Being developed	Yes - fully	Yes - fully	No response	3	No	-	-	\$800.00	\$500.00	-	\$1,300.00	-
Potato Marketing	Very small	Yes - partially	Yes - fully	Yes - partially	No	No	No	No response	3	No	-	-	\$600.00	-	-	\$600.00	-
Premier & Cabinet	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	\$79,903.81	\$84,265.68	\$40,318.25	\$19,594.89	\$32,925.27	\$257,007.90	-
PSC	Small	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	No response	4	No	\$34,244.00	\$36,114.00	\$49,993.00	\$68,812.00	\$250,354.00	\$439,517.00	-
Public Prosecutions	Medium	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	No response	5	No	-	-	-	-	-	-	-
Public Transport	Large	Being developed	Being developed	Yes - partially	Yes - partially	Being developed	Yes - fully	Yes - fully	3	No	\$106,937.00	\$95,816.00	\$219,049.00	\$299,858.00	\$76,480.00	\$798,140.00	-
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Racing, Gaming & Liquor	Small	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - fully	No	No response	4	No	\$1,320.00	-	\$4,700.00	\$21,121.00	\$4,000.00	\$31,141.00	-
Regional Dev & Lands	Medium	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Being developed	No response	4	No	-	\$23,917.31	-	\$4,500.00	-	\$28,417.31	-
Rottnest Island	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	\$20,000.00	\$10,000.00	\$12,000.00	\$10,000.00	\$40,000.00	\$92,000.00	-
SCSA	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	5	No	-	\$1,650.00	\$2,000.00	\$106,769.00	\$81,865.00	\$192,284.00	\$168,212.00
Small Business	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	No	-	-	\$5,500.00	\$193,664.00	\$72,863.00	\$272,027.00	-
South West Dev	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	4	No	-	-	-	\$1,428.00	-	\$1,428.00	-
South West IT	Medium	Being developed	Yes - partially	Yes - partially	Yes - fully	Yes - fully	Yes - fully	No response	3	No	-	-	\$4,000.00	\$30,000.00	\$500.00	\$34,500.00	-

Agency	Group	85. How do you ensure your agency complies with the State Records Act 2000 ?							86. In the context of the strategies and initiatives highlighted in the previous questions, please rate the maturity of your agency's systems that support the State Records Act 2000 and your Recordkeeping Plan (please also refer to the Maturity Rubric before choosing your rating).	87. Has your agency received any allegations of non-compliance with the State Records Act 2000?	88e. Website costs						
		Provide employees access to a copy of the agency's Recordkeeping Plan	Provide employees access to the State Records Commission Standards on government recordkeeping	Conduct regular monitoring of recordkeeping practices in the agency	Monitor correct usage of the agency's recordkeeping systems and tools	Monitor allegations of non-compliance with the agency's Recordkeeping Plan	The agency's internal audit plan includes records management	Other			Hardware	Software	Hosting and support	Maintenance	Planning and development	Total cost	Website savings
Sport & Rec	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	No	-	\$2,527.00	\$28,397.00	\$87,712.00	\$4,540.00	\$123,176.00	-
State Development	Small	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response	3	No	-	-	\$16,887.50	-	\$3,357.50	\$20,245.00	-
State Heritage	Small	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No	No response	3	No	-	-	-	-	-	-	-
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	-	-	-	-	-	-	-
Tourism	Small	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Being developed	Being developed	No response	3	No	\$150.00	\$50.00	\$200.00	\$200.00	\$150.00	\$750.00	-
Training & Workforce Dev	Medium	Yes - fully	Being developed	Being developed	Being developed	Yes - partially	Being developed	Yes - fully	3	No	\$25,000.00	-	\$2,742.00	\$345,986.00	\$344,389.00	\$718,117.00	-
Transport (Dept)	Large	Yes - fully	Yes - fully	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	4	No	\$19,250.00	\$4,160.00	\$500.00	\$450,000.00	-	\$473,910.00	-
Treasury (Dept)	Medium	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - fully	Yes - partially	No response	3	No	-	\$47,333.00	\$22,000.00	\$5,748.00	\$26,807.00	\$101,888.00	-
Treasury Corp	Schedule 1	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	Being developed	No response	4	No	-	-	-	-	-	-	-
VenuesWest	Medium	Yes - fully	Yes - partially	Being developed	Being developed	No	Yes - partially	No response	2	No	-	\$3,780.00	\$12,330.00	\$3,390.00	\$38,831.00	\$58,331.00	-
Verve Energy	Schedule 1	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	Yes - partially	No response	3	No	-	-	\$500.00	\$1,500.00	-	\$2,000.00	-
WA College of Teaching	Small	Being developed	Being developed	Being developed	Being developed	Being developed	No	No response	2	No	\$3,000.00	-	\$1,200.00	\$1,200.00	-	\$5,400.00	-
WAIRC	Small	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	4	No	\$6,200.00	\$3,800.00	\$5,400.00	\$700.00	\$16,700.00	\$32,800.00	-
Water (Dept)	Medium	Yes - fully	Yes - fully	Yes - partially	Yes - fully	Yes - partially	No	No response	4	No	\$7,000.00	\$5,000.00	\$10,000.00	\$103,200.00	-	\$125,200.00	-
Water Corp	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	4	No	\$8,000.00	\$23,000.00	-	\$140,000.00	\$140,000.00	\$311,000.00	-
West Coast IT	Medium	Being developed	Being developed	Being developed	Being developed	Being developed	Being developed	No response	2	No	-	\$3,585.00	\$4,400.00	-	-	\$7,985.00	-
Western Power	Schedule 1	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - partially	No response	5	No	-	-	-	-	-	-	-
Wheatbelt Dev	Very small	Yes - fully	No	No	Yes - partially	Yes - fully	Being developed	No response	4	No	\$15,000.00	\$2,500.00	\$4,000.00	\$6,500.00	-	\$28,000.00	-
WorkCover	Small	Yes - fully	No	Yes - fully	Being developed	No	No	Yes - fully	3	No	\$545.00	\$3,020.00	\$18,255.00	\$18,500.00	-	\$40,320.00	-
Zoo	Small	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	4	No	-	-	\$11,625.00	\$25,695.00	-	\$37,320.00	-

Agency	Group	88f. Does your agency report cost information as part of another entity? (If so, please specify which entity in Question 88g.)	89. If your agency has listed more than one Internet domain in the above table, do you have plans to reduce the number of Internet domains?	90. If your agency has more than one website listed in the above table, do you have plans to reduce the number of websites?	91. Does your agency have plans to create more websites in the future?	92. Which option best represents your agency's progress regarding the Web Accessibility Project?	93. What is the biggest issue facing your agency in meeting the Web Accessibility requirements?	94. What is the most important thing PSC needs to do to help agencies in meeting the Web Accessibility requirements?	95. Is PSC doing enough to help your agency meet the requirements of the Web Accessibility project?
Agriculture & Food	Large	No	Yes	Yes	Yes	Not started yet	Resourcing	A 'Whole of Government' reporting process	No
Albany Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response
Animal Resources	Small	No	No response	No response	No	Started discussing the project at executive level	Don't know where to start	FAQs on specific topics	No
Architects Board	Very small	No	No response	No response	No	Not started yet	Resourcing	No response	No response
Attorney General	Large	No	No	No	No	Identified the issues and are planning to resolve them	Resourcing	An evaluation methodology	No
Auditor General	Small	No	No response	No response	No response	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	No
Botanic Gardens	Small	No	No	No	No	Started planning/scoping the project	Resourcing	A list of training providers and approved courses	No
Broome Port	Schedule 1	No	No response	No response	No response	Identified the issues and are planning to resolve them	Resourcing	FAQs on specific topics	No
Bunbury Port	Schedule 1	No	No	No	No	Started evaluating the current level of compliance	Resourcing	Get the message to executives	Yes
Bunbury Water	Small	Yes	No	No	No	Started discussing the project at executive level	Don't know where to start	An evaluation methodology	No
Burswood Park	Very small	No	No response	No response	No	Not started yet	No response	A 'Whole of Government' reporting process	Yes
Busselton Water	Small	No	No response	No response	No	Not started yet	Funding	A list of training providers and approved courses	No response
C Y O'Connor Institute	Small	Yes	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	A 'Whole of Government' reporting process	Yes
CCC	Small	No	No	No response	No	Identified the issues and are planning to resolve them	Resourcing	FAQs on specific topics	Yes
Central IT	Large	No	No	No	No	Identified the issues and are planning to resolve them	Funding	An evaluation methodology	Yes
Challenger IT	Medium	No	No	No	No	Started planning/scoping the project	Resourcing	An evaluation methodology	Yes
Chem Centre	Small	No	Yes	Yes	No	Started planning/scoping the project	Resourcing	An evaluation methodology	Yes
Child Protection	Large	No	Yes	Yes	No	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	No
Children & Young People	Very small	No	No	No	No	Started discussing the project at executive level	Resourcing	A list of training providers and approved courses	Yes
CHSHA	Small	Yes	No	No	No	Not started yet	No way to determine our current level of compliance so no way to move forward	No response	No response

Agency	Group	88f. Does your agency report cost information as part of another entity? (If so, please specify which entity in Question 88g.)	89. If your agency has listed more than one Internet domain in the above table, do you have plans to reduce the number of Internet domains?	90. If your agency has more than one website listed in the above table, do you have plans to reduce the number of websites?	91. Does your agency have plans to create more websites in the future?	92. Which option best represents your agency's progress regarding the Web Accessibility Project?	93. What is the biggest issue facing your agency in meeting the Web Accessibility requirements?	94. What is the most important thing PSC needs to do to help agencies in meeting the Web Accessibility requirements?	95. Is PSC doing enough to help your agency meet the requirements of the Web Accessibility project?
CITF	Very small	No	No	No	No	Identified the issues and are planning to resolve them	Resourcing	FAQs on specific topics	Yes
Commerce	Medium	No	Yes	Yes	No	Identified the issues and are planning to resolve them	Resourcing	An evaluation methodology	Yes
Communities	Medium	No	No	No	No	Ensures continuing compliance by changing internal processes	Funding	A 'Whole of Government' reporting process	Yes
Corrective Services	Large	No	Yes	Yes	No	Ensures continuing compliance by changing internal processes	Not enough time	Get the message to executives	No
Culture and the Arts	Medium	Yes	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Funding	An evaluation methodology	Yes
Custodial Services	Very small	No	No	No	No response	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	No response	No response	Yes
Dampier Port	Schedule 1	No	No	No	No	Not started yet	Resourcing	More workshops and seminars	No
Disability Services	Large	No	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	A list of training providers and approved courses	Yes
Drug & Alcohol	Small	No	No	No	No	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	No
Durack IT	Medium	No	No response	No response	Yes	Started planning/scoping the project	Resourcing	An evaluation methodology	Yes
Educ Services	Small	No	No	No	Yes	Not started yet	Resourcing	FAQs on specific topics	Yes
Education	Large	No	No response	No response	No	Started discussing the project at executive level	Funding	An evaluation methodology	No
Electoral Comm	Small	No	No	No	No	Started discussing the project at executive level	Resourcing	More workshops and seminars	Yes
Env & Conservation	Large	No	No	No	Yes	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	Yes
Environment Protection	Small	No	No	Yes	No	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	No
Equal Opp	Small	No	No	No response	No	Identified the issues and are planning to resolve them	Funding	More workshops and seminars	No
ERA	Small	No	No	No	No	Not started yet	Resourcing	A 'Whole of Government' reporting process	Yes
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	No	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Funding	An evaluation methodology	No
Finance	Large	No	Yes	Yes	No	Started evaluating the current level of compliance	Funding	An evaluation methodology	Yes

Agency	Group	88f. Does your agency report cost information as part of another entity? (If so, please specify which entity in Question 88g.)	89. If your agency has listed more than one Internet domain in the above table, do you have plans to reduce the number of Internet domains?	90. If your agency has listed more than one website listed in the above table, do you have plans to reduce the number of websites?	91. Does your agency have plans to create more websites in the future?	92. Which option best represents your agency's progress regarding the Web Accessibility Project?	93. What is the biggest issue facing your agency in meeting the Web Accessibility requirements?	94. What is the most important thing PSC needs to do to help agencies in meeting the Web Accessibility requirements?	95. Is PSC doing enough to help your agency meet the requirements of the Web Accessibility project?
Fisheries	Medium	No	Yes	Yes	No	Started evaluating the current level of compliance	Resourcing	More workshops and seminars	No
Forest Products	Small	No	Yes	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	More workshops and seminars	No
Fremantle Port	Schedule 1	No response	No response	No response	No response	Ensures continuing compliance by changing internal processes	Resourcing	An evaluation methodology	Yes
Gascoyne Dev	Very small	No	No	No	No	Not started yet	Don't know where to start	A 'Whole of Government' reporting process	No
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	No	No	Yes	No	Identified the issues and are planning to resolve them	Resourcing	An evaluation methodology	Yes
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	No	No response	No response	No	Identified the issues and are planning to resolve them	No response	An evaluation methodology	No
Gr Southern Dev	Very small	No	No response	No response	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	No response	An evaluation methodology	Yes
Great Southern IT	Medium	No response	No	No	No	Identified the issues and are planning to resolve them	Resourcing	A list of training providers and approved courses	Yes
Greyhound Racing	Schedule 1	No	No response	No response	No	Not started yet	Resourcing	A list of training providers and approved courses	Yes
HaDSCO	Very small	Yes	No	No response	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	No response	A 'Whole of Government' reporting process	Yes
Health	Large	No	Yes	Yes	Yes	Identified the issues and are planning to resolve them	Resourcing	More workshops and seminars	Yes
Healthway	Very small	No	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	FAQs on specific topics	Yes
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	No	Yes	Yes	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Not enough time	Get the message to executives	No
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	No	Yes	Yes	No	Started discussing the project at executive level	Resourcing	A 'Whole of Government' reporting process	Yes
Info Commissioner	Very small	No	No response	No response	No	Started discussing the project at executive level	Resourcing	More workshops and seminars	Yes
Insurance Comm	Medium	No	No	No	No	Started evaluating the current level of compliance	Resourcing	More workshops and seminars	Yes

Agency	Group	88f. Does your agency report cost information as part of another entity? (If so, please specify which entity in Question 88g.)	89. If your agency has listed more than one Internet domain in the above table, do you have plans to reduce the number of Internet domains?	90. If your agency has more than one website listed in the above table, do you have plans to reduce the number of websites?	91. Does your agency have plans to create more websites in the future?	92. Which option best represents your agency's progress regarding the Web Accessibility Project?	93. What is the biggest issue facing your agency in meeting the Web Accessibility requirements?	94. What is the most important thing PSC needs to do to help agencies in meeting the Web Accessibility requirements?	95. Is PSC doing enough to help your agency meet the requirements of the Web Accessibility project?
Kimberley Dev	Very small	No	Yes	No response	No	Started evaluating the current level of compliance	Not enough time	A 'Whole of Government' reporting process	Yes
Kimberley TI	Small	Yes	No	No	No	Started discussing the project at executive level	Not enough time	An evaluation methodology	Yes
LandCorp	Schedule 1	No response	No response	No response	No response	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	Yes
Landgate	Medium	No	Yes	Yes	No	Started planning/scoping the project	Funding	FAQs on specific topics	No response
Law Reform	Very small	Yes	No response	No response	No	Identified the issues and are planning to resolve them	Resourcing	FAQs on specific topics	Yes
Legal Aid	Medium	No	No	No	No	Started evaluating the current level of compliance	Resourcing	FAQs on specific topics	Yes
Legal Prac	Small	No	Yes	Yes	No	No response	No response	No response	No response
Local Govt	Small	No	No	Yes	Yes	Identified the issues and are planning to resolve them	Resourcing	An evaluation methodology	Yes
Lotterywest	Small	No	No	Yes	Yes	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	A list of training providers and approved courses	Yes
Main Roads	Large	No	No	Yes	No	Started evaluating the current level of compliance	Resourcing	More workshops and seminars	Yes
Meat Auth	Very small	No	No	No	No	Identified the issues and are planning to resolve them	No response	A list of training providers and approved courses	Yes
Mental Health	Small	No	No	No	Yes	Identified the issues and are planning to resolve them	Not enough time	Get the message to executives	Yes
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	No	Yes	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	An evaluation methodology	Yes
Metro Redev	Small	No	Yes	Yes	Yes	Started planning/scoping the project	No response	An evaluation methodology	Yes
Mid West Dev	Very small	No response	Yes	Yes	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	FAQs on specific topics	Yes
Mines & Petroleum	Medium	No	No	No	No	Started planning/scoping the project	Resourcing	An evaluation methodology	Yes
National Trust	Small	No	Yes	Yes	No	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	Yes
Ombudsman	Small	No	No	No	No	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	Yes
Peel Dev	Very small	No	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	No response	No response	No response

Agency	Group	88f. Does your agency report cost information as part of another entity? (If so, please specify which entity in Question 88g.)	89. If your agency has listed more than one internet domain in the above table, do you have plans to reduce the number of internet domains?	90. If your agency has more than one website listed in the above table, do you have plans to reduce the number of websites?	91. Does your agency have plans to create more websites in the future?	92. Which option best represents your agency's progress regarding the Web Accessibility Project?	93. What is the biggest issue facing your agency in meeting the Web Accessibility requirements?	94. What is the most important thing PSC needs to do to help agencies in meeting the Web Accessibility requirements?	95. Is PSC doing enough to help your agency meet the requirements of the Web Accessibility project?
Perth Market	Small	No	No response	No response	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	No response	No response	Yes
Pilbara Dev	Very small	No	Yes	Yes	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Not enough time	A 'Whole of Government' reporting process	Yes
Pilbara Institute	Small	No	Yes	Yes	No	Ensures continuing compliance by changing internal processes	No way to determine our current level of compliance so no way to move forward	An evaluation methodology	No
Planning	Medium	No	No	No	Yes	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	More workshops and seminars	Yes
Police	Large	No	No	No	Yes	Started discussing the project at executive level	Funding	Get the message to executives	No
Polytechnic West	Large	Yes	Yes	Yes	No	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	Yes
Port Hedland Port	Schedule 1	No	No	No	No	Started planning/scoping the project	Not enough time	An evaluation methodology	Yes
Potato Marketing	Very small	No	No	No	No	Not started yet	No way to determine our current level of compliance so no way to move forward	A 'Whole of Government' reporting process	No
Premier & Cabinet	Medium	No	Yes	Yes	No	Identified the issues and are planning to resolve them	Funding	An evaluation methodology	Yes
PSC	Small	No	Yes	Yes	No	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	Yes
Public Prosecutions	Medium	Yes	No response	No response	No response	No response	No response	No response	No response
Public Transport	Large	No	No	No	Yes	Identified the issues and are planning to resolve them	Resourcing	FAQs on specific topics	Yes
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	No	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	FAQs on specific topics	Yes
Regional Dev & Lands	Medium	Yes	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	An evaluation methodology	Yes
Rottnest Island	Small	No	No	No	Yes	Ensures continuing compliance by changing internal processes	Resourcing	A 'Whole of Government' reporting process	Yes
SCSA	Small	No	Yes	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Not enough time	FAQs on specific topics	Yes
Small Business	Small	No	Yes	Yes	No	Started planning/scoping the project	Resourcing	An evaluation methodology	Yes
South West Dev	Small	No	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	More workshops and seminars	Yes
South West IT	Medium	No	Yes	No	No	Not started yet	Resourcing	More workshops and seminars	No



Agency	Group	88f. Does your agency report cost information as part of another entity? (If so, please specify which entity in Question 88g.)	89. If your agency has listed more than one Internet domain in the above table, do you have plans to reduce the number of Internet domains?	90. If your agency has listed more than one website listed in the above table, do you have plans to reduce the number of websites?	91. Does your agency have plans to create more websites in the future?	92. Which option best represents your agency's progress regarding the Web Accessibility Project?	93. What is the biggest issue facing your agency in meeting the Web Accessibility requirements?	94. What is the most important thing PSC needs to do to help agencies in meeting the Web Accessibility requirements?	95. Is PSC doing enough to help your agency meet the requirements of the Web Accessibility project?
Sport & Rec	Small	No	Yes	Yes	Yes	Identified the issues and are planning to resolve them	Funding	A list of training providers and approved courses	Yes
State Development	Small	No	No response	No response	No	Not started yet	Resourcing	No response	Yes
State Heritage	Small	Yes	No	No response	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Funding	An evaluation methodology	Yes
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	No	No	No	No	Identified the issues and are planning to resolve them	Resourcing	An evaluation methodology	Yes
Training & Workforce Dev	Medium	No	Yes	Yes	No	Started evaluating the current level of compliance	Funding	An evaluation methodology	Yes
Transport (Dept)	Large	No response	No response	Yes	No response	Started evaluating the current level of compliance	Resourcing	An evaluation methodology	Yes
Treasury (Dept)	Medium	Yes	No	No	No	Started planning/scoping the project	Resourcing	A list of training providers and approved courses	Yes
Treasury Corp	Schedule 1	No response	Yes	Yes	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Not enough time	An evaluation methodology	Yes
VenuesWest	Medium	No	No	No response	No	Ensures continuing compliance by changing internal processes	Resourcing	FAQs on specific topics	Yes
Verve Energy	Schedule 1	No	No	Yes	No	Not started yet	No way to determine our current level of compliance so no way to move forward	An evaluation methodology	Yes
WA College of Teaching	Small	No	No response	No response	No	Not started yet	Funding	Get the message to executives	Yes
WAIRC	Small	No	Yes	Yes	No	Started planning/scoping the project	Resourcing	An evaluation methodology	Yes
Water (Dept)	Medium	No	No response	No response	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Resourcing	An evaluation methodology	Yes
Water Corp	Schedule 1	No	No response	No response	No response	Started planning/scoping the project	Funding	No response	Yes
West Coast IT	Medium	No	Yes	Yes	No	Started evaluating the current level of compliance	Not enough time	An evaluation methodology	No
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	No	No	No	No	Started planning/scoping the project	Not enough time	A 'Whole of Government' reporting process	No
WorkCover	Small	No	No response	No response	No	Started evaluating the current level of compliance	Not enough time	An evaluation methodology	No
Zoo	Small	No	No	No	No	Compliant (WCAG 2.0 A or WCAG 2.0 AA) and has internal processes in place to continue to meet this level of compliance	Don't know where to start	An evaluation methodology	Yes

Agency	Group	96. Please rate your Intranet's accessibility level:	97. How many documents are posted on all your websites (internet, intranet and extranet)? An estimate is fine if you don't have time to count all your documents.	98. How many web applications does your agency have? A web application is defined as web content provided via an interactive or dynamic interface that requires interaction or input from a user.	99. How many errors are reported for your website for each URL?			100. Has your agency designed, developed or implemented any social media strategies (e.g. developed a Facebook page or Twitter account)?	101. Has your agency designed, developed or implemented social media strategies in the following areas, and to what extent?						102. If you indicated that your agency has a social media strategy in place above, to what extent are the good practice principles outlined in the Public Sector social media guidelines implemented?					
					Homepage page	Contact Us page	Sitemap page		Service delivery applications	Public consultation processes	Intra agency collaboration	Inter-agency collaboration	Gauging customer or stakeholder feedback	Other	The business needs are determined, goals set and aims defined	Risks are monitored and assessed and remediation plans prepared	An overall project plan is prepared outlining staff skills, individual responsibilities, resourcing, training, accessibility, engagement and record keeping	The project plan is implemented, internal processes and delegations defined	The project is monitored regularly to assess and address ongoing risks	Other
Agriculture & Food	Large	None	More than 1,000	More than 15	4-8	4-8	4-8	Yes	Being developed	Being developed	Being developed	No	Being developed	No	Being developed	Being developed	Being developed	Being developed	Being developed	No
Albany Port	Schedule 1	No response	No response	No response	No response	No response	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Animal Resources	Small	None	11-30	0	0	0	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Architects Board	Very small	None	31-100	0	1-3	9-15	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Attorney General	Large	None	More than 1,000	More than 15	1-3	No response	More than 15	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Auditor General	Small	None	101-250	0	1-3	1-3	More than 15	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Botanic Gardens	Small	None	251-1,000	1-3	1-3	1-3	1-3	Yes	Being developed	Being developed	No	No	Being developed	No	Being developed	Yes - partially	Being developed	Being developed	Yes - partially	No
Broome Port	Schedule 1	None	31-100	1-3	4-8	9-15	4-8	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Bunbury Port	Schedule 1	None	More than 1,000	1-3	0	0	1-3	Yes	No	No	No	No	No	Yes - partially	No	Being developed	No	No	No	No response
Bunbury Water	Small	None	31-100	4-8	9-15	4-8	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Burswood Park	Very small	None	0-10	0	0	0	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Busselton Water	Small	No response	31-100	1-3	4-8	9-15	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
C Y O'Connor Institute	Small	WCAG v1 AA	251-1,000	1-3	1-3	1-3	1-3	Yes	No	No	Yes - partially	Yes - partially	Yes - partially	No response	No	No	No	No	No	No response
CCC	Small	WCAG v1 A	More than 1,000	1-3	4-8	4-8	More than 15	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Central IT	Large	WCAG v1 A	More than 1,000	4-8	1-3	1-3	4-8	Yes	Yes - partially	Yes - partially	No	No	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
Challenger IT	Medium	WCAG v1 A	251-1,000	More than 15	4-8	4-8	More than 15	Yes	Yes - fully	No	No	No	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Chem Centre	Small	WCAG v2 A	101-250	0	1-3	1-3	1-3	Yes	Being developed	No	Yes - partially	No	Yes - partially	Yes - partially	Being developed	Being developed	Being developed	Being developed	Being developed	No response
Child Protection	Large	WCAG v2 A	251-1,000	4-8	4-8	1-3	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Children & Young People	Very small	WCAG v2 AA	101-250	0	More than 15	1-3	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
CHSHA	Small	No response	101-250	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response

Agency	Group	96. Please rate your Intranet's accessibility level:	97. How many documents are posted on all your websites (internet, intranet and extranet)? An estimate is fine if you don't have time to count all your documents.	98. How many web applications does your agency have? A web application is defined as web content provided via an interactive or dynamic interface that requires interaction or input from a user.	99. How many errors are reported for your website for each URL?			100. Has your agency designed, developed or implemented any social media strategies (e.g. developed a Facebook page or Twitter account)?	101. Has your agency designed, developed or implemented social media strategies in the following areas, and to what extent?						102. If you indicated that your agency has a social media strategy in place above, to what extent are the good practice principles outlined in the Public Sector social media guidelines implemented?					
					Homepage page	Contact Us page	Sitemap page		Service delivery applications	Public consultation processes	Intra agency collaboration	Inter-agency collaboration	Gauging customer or stakeholder feedback	Other	The business needs are determined, goals set and aims defined	Risks are monitored and assessed and remediation plans prepared	An overall project plan is prepared outlining staff skills, individual responsibilities, resourcing, training, accessibility, engagement and record keeping	The project plan is implemented, internal processes and delegations defined	The project is monitored regularly to assess and address ongoing risks	Other
CITF	Very small	None	31-100	1-3	4-8	1-3	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Commerce	Medium	WCAG v1 A	More than 1,000	4-8	1-3	1-3	1-3	Yes	Yes - partially	Being developed	No	No	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Communities	Medium	WCAG v1 AA	251-1,000	4-8	More than 15	9-15	More than 15	Yes	No	Being developed	Yes - partially	No	Being developed	No response	Yes - fully	Being developed	Being developed	Being developed	No	No response
Corrective Services	Large	WCAG v1 AA	More than 1,000	More than 15	4-8	1-3	More than 15	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Culture and the Arts	Medium	WCAG v2 A	More than 1,000	4-8	0	0	0	Yes	Yes - partially	Yes - partially	No	No	Yes - fully	No response	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - fully	No response
Custodial Services	Very small	WCAG v1 A	11-30	0	0	0	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Dampier Port	Schedule 1	None	251-1,000	1-3	No response	No response	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Disability Services	Large	None	More than 1,000	1-3	1-3	1-3	1-3	Yes	No	Yes - partially	Being developed	No	No response	No response	Being developed	Yes - fully	Being developed	Yes - partially	Yes - partially	No response
Drug & Alcohol	Small	None	More than 1,000	1-3	0	0	0	Yes	No	No	No	No	Yes - partially	Yes - fully	Yes - partially	Being developed	Being developed	Being developed	Being developed	No response
Durack IT	Medium	None	11-30	0	9-15	More than 15	More than 15	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Educ Services	Small	WCAG v1 A	31-100	0	4-8	1-3	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Education	Large	None	More than 1,000	More than 15	1-3	1-3	1-3	Yes	Being developed	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	No response	No response	No response	No response	No response	No response
Electoral Comm	Small	WCAG v1 A	More than 1,000	No response	1-3	1-3	More than 15	Yes	Being developed	Yes - partially	No	No	No	No	Being developed	Yes - partially	Yes - fully	Being developed	Being developed	No
Env & Conservation	Large	WCAG v1 A	More than 1,000	More than 15	4-8	4-8	1-3	Yes	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Environment Protection	Small	WCAG v1 AA	More than 1,000	0	1-3	1-3	More than 15	Yes	Being developed	Being developed	Yes - partially	No	Being developed	No response	Yes - partially	Being developed	Being developed	Being developed	Being developed	No response
Equal Opp	Small	WCAG v1 A	251-1,000	1-3	More than 15	4-8	4-8	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
ERA	Small	WCAG v2 A	More than 1,000	9-15	0	0	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Esperance Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
FESA	Large	WCAG v1 A	More than 1,000	More than 15	4-8	4-8	4-8	Yes	Yes - partially	Being developed	Being developed	Being developed	Being developed	Being developed	No response	Being developed	Being developed	Being developed	Being developed	No response
Finance	Large	None	More than 1,000	More than 15	4-8	1-3	1-3	Yes	No	No	No	No	No	Yes - partially	Yes - partially	Yes - partially	No	No	No	No response

Agency	Group	96. Please rate your Intranet's accessibility level:	97. How many documents are posted on all your websites (internet, intranet and extranet)? An estimate is fine if you don't have time to count all your documents.	98. How many web applications does your agency have? A web application is defined as web content provided via an interactive or dynamic interface that requires interaction or input from a user.	99. How many errors are reported for your website for each URL?			100. Has your agency designed, developed or implemented any social media strategies (e.g. developed a Facebook page or Twitter account)?	101. Has your agency designed, developed or implemented social media strategies in the following areas, and to what extent?						102. If you indicated that your agency has a social media strategy in place above, to what extent are the good practice principles outlined in the Public Sector social media guidelines implemented?					
					Homepage page	Contact Us page	Sitemap page		Service delivery applications	Public consultation processes	Intra agency collaboration	Inter-agency collaboration	Gauging customer or stakeholder feedback	Other	The business needs are determined, goals set and aims defined	Risks are monitored and assessed and remediation plans prepared	An overall project plan is prepared outlining staff skills, individual responsibilities, resourcing, training, accessibility, engagement and record keeping	The project plan is implemented, internal processes and delegations defined	The project is monitored regularly to assess and address ongoing risks	Other
Fisheries	Medium	None	More than 1,000	1-3	4-8	4-8	4-8	Yes	No	No	No	No	Yes - fully	No	No	No	No	No	Yes - fully	No
Forest Products	Small	WCAG v2 AA	251-1,000	1-3	0	0	0	Yes	Yes - partially	No	Yes - partially	Yes - partially	No	No	Being developed	Being developed	Being developed	Being developed	Being developed	No
Fremantle Port	Schedule 1	WCAG v1 A	31-100	More than 15	4-8	4-8	More than 15	Yes	Being developed	Being developed	No	No	Being developed	No response	Being developed	Being developed	Being developed	Being developed	Being developed	No response
Gascoyne Dev	Very small	WCAG v1 A	251-1,000	1-3	4-8	0	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Geraldton Port	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GESB	Medium	WCAG v2 A	251-1,000	1-3	1-3	1-3	1-3	No	response	response	response	response	response	response	response	response	response	No response	response	response
Gold Corporation	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
GoldEsp Dev	Very small	WCAG v1 AAA	11-30	0	0	0	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Gr Southern Dev	Very small	WCAG v2 A	101-250	0	0	0	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Great Southern IT	Medium	None	101-250	More than 15	1-3	4-8	More than 15	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Greyhound Racing	Schedule 1	None	More than 1,000	4-8	No response	No response	No response	Yes	No	No	No	No	No	No response	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
HaDSCO	Very small	WCAG v1 AAA	31-100	4-8	No response	No response	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Health	Large	None	More than 1,000	More than 15	1-3	9-15	No response	Yes	No	Yes - partially	Yes - partially	No	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Healthway	Very small	WCAG v2 A	101-250	1-3	0	0	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Horizon Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Housing	Large	WCAG v2 A	101-250	More than 15	0	0	0	Yes	No	No	Yes - partially	No	No	No response	Yes - partially	Yes - partially	No	Yes - partially	Yes - fully	No response
Independ Mkt Op	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Indigenous Affairs	Small	WCAG v2 A	101-250	9-15	More than 15	More than 15	response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Info Commissioner	Very small	WCAG v1 AAA	More than 1,000	1-3	9-15	9-15	9-15	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Insurance Comm	Medium	WCAG v1 A	More than 1,000	4-8	0	No response	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response

Agency	Group	96. Please rate your Intranet's accessibility level:	97. How many documents are posted on all your websites (internet, intranet and extranet)? An estimate is fine if you don't have time to count all your documents.	98. How many web applications does your agency have? A web application is defined as web content provided via an interactive or dynamic interface that requires interaction or input from a user.	99. How many errors are reported for your website for each URL?			100. Has your agency designed, developed or implemented any social media strategies (e.g. developed a Facebook page or Twitter account)?	101. Has your agency designed, developed or implemented social media strategies in the following areas, and to what extent?						102. If you indicated that your agency has a social media strategy in place above, to what extent are the good practice principles outlined in the Public Sector social media guidelines implemented?					
					Homepage page	Contact Us page	Sitemap page		Service delivery applications	Public consultation processes	Intra agency collaboration	Inter-agency collaboration	Gauging customer or stakeholder feedback	Other	The business needs are determined, goals set and aims defined	Risks are monitored and assessed and remediation plans prepared	An overall project plan is prepared outlining staff skills, individual responsibilities, resourcing, training, accessibility, engagement and record keeping	The project plan is implemented, internal processes and delegations defined	The project is monitored regularly to assess and address ongoing risks	Other
Kimberley Dev	Very small	None	11-30	0	1-3	1-3	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Kimberley TI	Small	None	251-1,000	1-3	1-3	1-3	More than 15	Yes	Yes - partially	No response	No response	No response	Being developed	No response	Yes - partially	Being developed	Being developed	No response	Being developed	No response
LandCorp	Schedule 1	None	Don't know	No response	4-8	4-8	1-3	Yes	No	No	No	No	Yes - partially	No response	Being developed	Being developed	Being developed	Being developed	Being developed	No
Landgate	Medium	WCAG v1 A	More than 1,000	More than 15	4-8	More than 15	0	Yes	No	No	Yes - partially	Yes - partially	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Law Reform	Very small	No response	Don't know	No response	No response	No response	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Legal Aid	Medium	None	More than 1,000	0	0	0	response	No	response	response	response	response	response	response	response	response	response	No response	response	response
Legal Prac	Small	No response	No response	No response	No response	No response	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Local Govt	Small	None	More than 1,000	9-15	0	0	0	No	response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Lotterywest	Small	WCAG v1 A	More than 1,000	4-8	0	0	0	Yes	No	Being developed	Being developed	No	Being developed	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Main Roads	Large	None	More than 1,000	4-8	1-3	1-3	No response	Yes	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Being developed	No response	Yes - partially	Yes - partially	Being developed	Being developed	Yes - partially	No response
Meat Auth	Very small	WCAG v2 AAA	31-100	1-3	1-3	1-3	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Mental Health	Small	None	101-250	1-3	response	response	response	No	response	response	response	response	response	response	response	response	response	No response	response	response
MERIWA	Very small	No response	No response	No response	No response	No response	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Cemeteries	Small	WCAG v2 A	101-250	4-8	9-15	1-3	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Metro Redev	Small	None	251-1,000	1-3	More than 15	4-8	1-3	Yes	No	No	No	No	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Mid West Dev	Very small	WCAG v1 A	101-250	0	1-3	No response	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Mines & Petroleum	Medium	None	More than 1,000	More than 15	More than 15	More than 15	9-15	No	response	response	response	response	response	response	response	response	response	No response	response	response
National Trust	Small	WCAG v1 A	31-100	1-3	No response	No response	No response	Yes	No	Yes - partially	No	No	Being developed	No response	Being developed	Being developed	Being developed	Yes - partially	Yes - partially	Being developed
Ombudsman	Small	WCAG v1 A	251-1,000	1-3	1-3	1-3	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Peel Dev	Very small	None	31-100	1-3	4-8	1-3	1-3	Yes	Yes - partially	Yes - partially	Being developed	Being developed	Yes - partially	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response

Agency	Group	96. Please rate your Intranet's accessibility level:	97. How many documents are posted on all your websites (internet, intranet and extranet)? An estimate is fine if you don't have time to count all your documents.	98. How many web applications does your agency have? A web application is defined as web content provided via an interactive or dynamic interface that requires interaction or input from a user.	99. How many errors are reported for your website for each URL?			100. Has your agency designed, developed or implemented any social media strategies (e.g. developed a Facebook page or Twitter account)?	101. Has your agency designed, developed or implemented social media strategies in the following areas, and to what extent?						102. If you indicated that your agency has a social media strategy in place above, to what extent are the good practice principles outlined in the Public Sector social media guidelines implemented?					
					Homepage page	Contact Us page	Sitemap page		Service delivery applications	Public consultation processes	Intra agency collaboration	Inter-agency collaboration	Gauging customer or stakeholder feedback	Other	The business needs are determined, goals set and aims defined	Risks are monitored and assessed and remediation plans prepared	An overall project plan is prepared outlining staff skills, individual responsibilities, resourcing, training, accessibility, engagement and record keeping	The project plan is implemented, internal processes and delegations defined	The project is monitored regularly to assess and address ongoing risks	Other
Perth Market	Small	WCAG v2 A	101-250	4-8	1-3	1-3	1-3	Yes	Yes - fully	No	Yes - fully	No	Yes - fully	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Pilbara Dev	Very small	WCAG v2 A	101-250	0	1-3	9-15	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Pilbara Institute	Small	WCAG v1 A	251-1,000	9-15	0	0	0	Yes	No	No	No	No	Yes - fully	Yes - fully	partially	Being developed	Being developed	Being developed	Being developed	No
Planning	Medium	None	More than 1,000	4-8	0	0	0	Yes	Yes - partially	No	No	No	No	No	partially	Being developed	Being developed	Being developed	Being developed	No response
Police	Large	None	251-1,000	More than 15	9-15	9-15	9-15	Yes	Being developed	Being developed	Being developed	Being developed	Being developed	No response	Yes - fully	Being developed	Yes - partially	Being developed	Yes - partially	No response
Polytechnic West	Large	WCAG v1 A	251-1,000	9-15	4-8	4-8	No response	Yes	Yes - fully	Yes - partially	Yes - fully	Yes - partially	partially	response	partially	Yes - fully	partially	Yes - fully	partially	Yes - fully
Port Hedland Port	Schedule 1	WCAG v2 A	101-250	0	1-3	1-3	1-3	Yes	Being developed	Being developed	Being developed	Being developed	Being developed	No response	Being developed	Being developed	Being developed	Being developed	Being developed	No response
Potato Marketing	Very small	None	251-1,000	0	No response	No response	No response	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Premier & Cabinet	Medium	WCAG v1 A	More than 1,000	More than 15	1-3	1-3	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
PSC	Small	None	251-1,000	9-15	0	0	0	Yes	No	No	No	Being developed	No	No	Being developed	Being developed	Being developed	Being developed	Being developed	No
Public Prosecutions	Medium	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Public Transport	Large	WCAG v2 A	More than 1,000	9-15	More than 15	9-15	4-8	Yes	Yes - partially	No	No	No	Yes - partially	No response	Being developed	Yes - partially	Being developed	Being developed	Yes - partially	No response
Racing & Wagering	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Racing, Gaming & Liquor	Small	WCAG v2 A	More than 1,000	9-15	1-3	1-3	1-3	Yes	No	Yes - fully	No	No	Yes - fully	Yes - fully	Being developed	Being developed	Being developed	Being developed	Yes - fully	No response
Regional Dev & Lands	Medium	WCAG v2 AA	251-1,000	1-3	1-3	1-3	1-3	Yes	No	Being developed	No	Being developed	Yes - partially	No response	Being developed	Being developed	Being developed	Being developed	No	No response
Rottnest Island	Small	None	251-1,000	4-8	9-15	4-8	4-8	Yes	Being developed	Yes - fully	No	No	Yes - fully	No response	Being developed	Being developed	Being developed	Being developed	No	No response
SCSA	Small	None	More than 1,000	4-8	1-3	1-3	1-3	Yes	No response	No response	No response	No response	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Small Business	Small	None	101-250	1-3	0	0	0	Yes	Yes - partially	No	No	No	Yes - partially	No response	No	Being developed	No	No	Being developed	No response
South West Dev	Small	None	31-100	1-3	1-3	1-3	1-3	Yes	No	No	No	No	No	No	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully
South West IT	Medium	None	251-1,000	1-3	1-3	4-8	More than 15	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response



Agency	Group	96. Please rate your Intranet's accessibility level:	97. How many documents are posted on all your websites (internet, intranet and extranet)? An estimate is fine if you don't have time to count all your documents.	98. How many web applications does your agency have? A web application is defined as web content provided via an interactive or dynamic interface that requires interaction or input from a user.	99. How many errors are reported for your website for each URL?			100. Has your agency designed, developed or implemented any social media strategies (e.g. developed a Facebook page or Twitter account)?	101. Has your agency designed, developed or implemented social media strategies in the following areas, and to what extent?						102. If you indicated that your agency has a social media strategy in place above, to what extent are the good practice principles outlined in the Public Sector social media guidelines implemented?					
					Homepage page	Contact Us page	Sitemap page		Service delivery applications	Public consultation processes	Intra-agency collaboration	Inter-agency collaboration	Gauging customer or stakeholder feedback	Other	The business needs are determined, goals set and aims defined	Risks are monitored and assessed and remediation plans prepared	An overall project plan is prepared outlining staff skills, individual responsibilities, resourcing, training, accessibility, engagement and record keeping	The project plan is implemented, internal processes and delegations defined	The project is monitored regularly to assess and address ongoing risks	Other
Sport & Rec	Small	WCAG v1 A	More than 1,000	More than 15	0	0	No response	Yes	Yes - fully	Being developed	Yes - fully	Yes - fully	Yes - fully	No response	Being developed	Being developed	Yes - partially	Yes - partially	Yes - partially	No response
State Development	Small	None	251-1,000	0	1-3	1-3	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
State Heritage	Small	None	More than 1,000	1-3	0	0	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Synergy	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Tourism	Small	WCAG v1 AAA	More than 1,000	4-8	1-3	More than 15	1-3	Yes	No	No	No	No	No	Yes - fully	Yes - fully	Being developed	Yes - partially	Yes - partially	Yes - partially	No response
Training & Workforce Dev	Medium	WCAG v1 A	Don't know	9-15	9-15	1-3	1-3	Yes	Yes - partially	No	No	No	Yes - partially	Yes - fully	Yes - partially	Being developed	Being developed	Yes - partially	Yes - partially	No response
Transport (Dept)	Large	WCAG v2 A	More than 1,000	More than 15	4-8	4-8	4-8	Yes	Yes - partially	Yes - partially	No response	No response	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response
Treasury (Dept)	Medium	None	More than 1,000	4-8	1-3	1-3	1-3	Yes	No	No	No	No	No	No response	Being developed	Being developed	Being developed	Being developed	Being developed	No response
Treasury Corp	Schedule 1	WCAG v2 AA	251-1,000	1-3	4-8	4-8	4-8	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
VenuesWest	Medium	WCAG v1 AA	31-100	0	0	4-8	4-8	Yes	Yes - fully	No	No	No	Yes - partially	No response	Yes - fully	Yes - fully	Yes - fully	Being developed	Yes - fully	No response
Verve Energy	Schedule 1	WCAG v2 A	251-1,000	1-3	0	0	0	Yes	No	Being developed	No	No	Being developed	No response	Being developed	Being developed	Being developed	Being developed	Being developed	No response
WA College of Teaching	Small	WCAG v2 A	101-250	9-15	4-8	4-8	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
WAIRC	Small	WCAG v2 AA	251-1,000	4-8	4-8	4-8	1-3	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Water (Dept)	Medium	WCAG v2 AAA	More than 1,000	4-8	1-3	1-3	1-3	Yes	Being developed	Being developed	Being developed	Being developed	Being developed	No response	Being developed	Being developed	Being developed	Being developed	Being developed	No response
Water Corp	Schedule 1	WCAG v1 A	More than 1,000	More than 15	9-15	9-15	4-8	Yes	No response	Yes - fully	No	No	Yes - fully	No response	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
West Coast IT	Medium	None	101-250	No response	More than 15	4-8	More than 15	Yes	No	No	Yes - partially	No	Yes - partially	Yes - fully	Yes - partially	Yes - partially	Yes - partially	Yes - partially	Yes - partially	No response
Western Power	Schedule 1	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Wheatbelt Dev	Very small	None	31-100	1-3	0	0	0	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
WorkCover	Small	None	More than 1,000	More than 15	1-3	4-8	More than 15	No	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response	No response
Zoo	Small	None	251-1,000	More than 15	More than 15	More than 15	9-15	Yes	No	No	No	No	Yes - partially	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	Yes - fully	No response

# Section 4 Employee perception survey results

## Employee Perception Survey (EPS)

The EPS is used as an evaluation tool within the Commission's strategic monitoring and evaluation framework to assess whether strategies implemented by agencies are effective in informing their staff about the principles and standards. This information is also valuable to agencies in identifying areas of possible concern and acknowledging areas for improvement.

The EPS this year has also undergone some structural changes. One modification involves the re-wording, re-categorisation, addition and replacement of various questions. Questions associated with workplace collaboration were added into the EPS to provide comparative data for next year's 'state of the sector' report. Another change concerns the response scales, with the inclusion of extra items to limit the number of 'Neither agree nor disagree' responses and 'Don't know or doesn't apply' responses. To accommodate this, the previous five-point rating scale was changed to a seven-point rating scale allowing for 'more' choice in levels of agreement potentially avoiding 'Neutral' or 'Undecided' selections.

Several questions in the EPS are also included within equivalent surveys in other Australian jurisdictions. Where inter-jurisdictional comparative data is available, it has been quoted following the results for that question.

These benchmarking questions have been developed by the Australian Public Service Commission's (APSC) Working Group on Survey Design and Analysis to enable comparison of performance in core human resource management areas between jurisdictions. Care needs to be taken when making comparisons due to the differences in response scales (e.g. size and make-up of the Likert scale). Question wording may also vary slightly between jurisdictions.



Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?							
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other	
<b>EPS question / response</b>																	
<b>A1. In relation to what you have experienced in your current job, please indicate your level of satisfaction with the following statements.</b>																	
A1a The job overall		Very satisfied	31.7%	32.9%	28.9%	28.0%	34.0%	34.8%	28.7%	35.8%	32.5%	29.2%	34.4%	37.9%	34.8%	25.0%	40.5%
		Moderately satisfied	39.6%	43.2%	47.2%	45.0%	40.9%	41.5%	43.9%	39.1%	40.6%	44.9%	45.4%	43.7%	42.7%	62.5%	40.5%
		Mildly satisfied	12.3%	11.7%	14.7%	13.9%	11.1%	11.8%	12.4%	10.8%	12.4%	11.5%	9.4%	11.9%	14.0%	0.0%	0.0%
		Neither satisfied nor dissatisfied	4.0%	2.6%	2.3%	3.0%	3.2%	3.4%	2.7%	3.4%	3.2%	3.2%	2.3%	1.5%	1.8%	0.0%	7.1%
		Mildly dissatisfied	5.1%	4.4%	2.8%	4.9%	4.6%	3.9%	5.5%	4.2%	4.8%	5.3%	4.1%	2.1%	1.8%	0.0%	7.1%
		Moderately dissatisfied	4.1%	3.5%	3.2%	3.6%	3.8%	2.9%	4.2%	4.1%	4.0%	3.9%	3.0%	1.5%	4.9%	0.0%	0.0%
		Very dissatisfied	3.1%	1.8%	0.9%	1.6%	2.4%	1.6%	2.5%	2.7%	2.5%	2.0%	1.4%	1.2%	0.0%	12.5%	4.8%
A1b Your agency as an employer		Very satisfied	18.3%	20.9%	29.6%	18.0%	20.3%	25.4%	13.9%	22.6%	19.0%	18.4%	24.0%	25.9%	37.4%	12.5%	27.9%
		Moderately satisfied	32.8%	37.0%	44.9%	37.6%	34.6%	37.9%	34.6%	33.3%	35.1%	35.3%	38.9%	37.3%	34.2%	25.0%	32.6%
		Mildly satisfied	16.7%	16.5%	9.3%	19.0%	16.1%	14.4%	19.0%	15.6%	16.8%	17.7%	15.5%	14.2%	9.0%	25.0%	11.6%
		Neither satisfied nor dissatisfied	6.2%	6.2%	7.9%	5.9%	6.3%	7.0%	6.0%	5.4%	5.8%	7.3%	7.4%	5.2%	7.7%	25.0%	4.7%
		Mildly dissatisfied	9.8%	8.4%	4.2%	9.6%	8.8%	6.8%	10.5%	9.3%	9.6%	8.4%	7.2%	8.0%	3.2%	0.0%	7.0%
		Moderately dissatisfied	8.8%	6.3%	2.3%	6.1%	7.7%	4.9%	7.3%	7.6%	7.6%	7.6%	6.2%	3.9%	12.5%	11.6%	
		Very dissatisfied	7.4%	4.7%	1.9%	3.8%	6.3%	3.6%	6.9%	6.5%	6.1%	5.2%	3.4%	3.1%	4.5%	0.0%	4.7%
<b>A2. In relation to what you have experienced in your current job, please indicate your level of agreement with the following statements.</b>																	
A2a My job allows me to utilise my skills, knowledge and abilities		Strongly agree	36.4%	41.5%	32.4%	36.0%	41.2%	37.9%	39.0%	45.2%	40.2%	37.5%	37.9%	46.4%	42.7%	37.5%	37.2%
		Moderately agree	33.9%	35.1%	37.4%	37.0%	34.0%	36.1%	34.7%	32.1%	33.7%	36.8%	38.1%	32.1%	36.6%	25.0%	44.2%
		Mildly agree	14.3%	13.0%	17.8%	16.3%	12.3%	13.9%	13.6%	12.0%	13.2%	15.2%	12.6%	12.7%	9.8%	25.0%	9.3%
		Neither agree nor disagree	2.8%	1.4%	3.7%	1.6%	1.9%	2.3%	1.7%	1.3%	1.8%	1.7%	2.1%	1.8%	2.4%	0.0%	4.7%
		Mildly disagree	4.8%	3.4%	5.0%	3.8%	3.8%	3.8%	4.2%	3.0%	4.1%	3.0%	4.2%	3.3%	2.4%	0.0%	0.0%
		Moderately disagree	3.7%	2.8%	1.8%	2.7%	3.3%	2.7%	3.5%	3.0%	3.4%	3.2%	1.7%	2.7%	1.8%	0.0%	2.3%
		Strongly disagree	4.1%	2.8%	1.8%	2.6%	3.5%	3.3%	3.2%	3.3%	3.5%	2.6%	3.4%	0.9%	4.3%	12.5%	2.3%
		Don't know or doesn't apply	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
A2b I am motivated to do the best possible work that I can		Strongly agree	41.6%	51.7%	46.1%	41.6%	50.6%	51.3%	43.8%	52.3%	46.8%	50.0%	48.8%	57.9%	59.1%	62.5%	48.8%
		Moderately agree	28.4%	27.8%	30.6%	31.0%	27.0%	26.5%	30.4%	25.8%	27.8%	28.8%	29.1%	25.8%	26.8%	12.5%	39.5%
		Mildly agree	13.4%	10.5%	14.2%	14.0%	10.5%	11.4%	12.2%	9.7%	11.8%	11.5%	11.7%	8.8%	7.3%	12.5%	0.0%
		Neither agree nor disagree	4.6%	2.5%	2.7%	3.5%	3.1%	3.6%	3.0%	2.9%	3.4%	2.3%	3.7%	3.9%	1.8%	0.0%	2.3%
		Mildly disagree	4.2%	3.2%	3.2%	3.9%	3.4%	3.0%	4.4%	2.7%	3.8%	3.2%	3.5%	2.4%	1.8%	0.0%	2.3%
		Moderately disagree	3.6%	2.1%	1.8%	3.5%	2.4%	1.9%	3.1%	3.2%	3.1%	2.2%	1.8%	0.6%	1.2%	0.0%	4.7%
		Strongly disagree	4.0%	2.1%	1.4%	2.4%	2.9%	2.2%	2.9%	3.4%	3.3%	2.0%	1.3%	0.6%	1.8%	12.5%	2.3%
		Don't know or doesn't apply	0.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
A2c Employees in my agency feel they are valued for their contribution		Strongly agree	8.9%	11.8%	24.7%	9.2%	10.8%	14.3%	7.9%	10.0%	9.5%	10.2%	15.2%	17.4%	23.3%	12.5%	18.6%
		Moderately agree	26.8%	28.6%	31.5%	26.3%	28.4%	30.3%	24.5%	31.1%	27.1%	27.7%	30.6%	33.6%	32.5%	50.0%	34.9%
		Mildly agree	21.9%	22.8%	17.8%	25.2%	21.6%	21.0%	23.5%	22.6%	22.8%	22.3%	22.8%	19.0%	16.0%	25.0%	11.6%
		Neither agree nor disagree	9.4%	6.2%	6.8%	7.2%	7.3%	8.1%	6.6%	7.2%	7.3%	7.0%	7.5%	7.6%	4.9%	0.0%	11.6%
		Mildly disagree	12.3%	11.4%	7.8%	13.5%	11.2%	10.6%	13.2%	10.4%	12.2%	12.0%	10.1%	9.2%	5.5%	0.0%	9.3%
		Moderately disagree	8.5%	8.0%	2.7%	8.1%	8.5%	5.8%	10.4%	8.4%	8.8%	8.6%	5.2%	6.1%	6.1%	0.0%	9.3%
		Strongly disagree	11.3%	10.0%	7.8%	9.1%	11.0%	8.2%	12.9%	9.7%	11.2%	10.9%	6.9%	5.8%	8.0%	12.5%	4.7%
		Don't know or doesn't apply	1.1%	1.3%	0.9%	1.3%	1.2%	1.6%	1.1%	0.6%	1.0%	1.4%	1.7%	1.2%	3.7%	0.0%	0.0%
A2d I am proud to work in the Western Australian public sector		Strongly agree	31.2%	32.2%	34.2%	29.1%	32.7%	36.7%	27.0%	32.8%	31.7%	27.3%	37.0%	35.0%	42.1%	25.0%	48.8%
		Moderately agree	30.7%	31.9%	40.2%	33.1%	30.6%	31.7%	30.8%	32.4%	31.3%	31.0%	33.7%	32.5%	28.7%	25.0%	27.9%
		Mildly agree	15.2%	14.2%	12.8%	15.5%	14.3%	13.3%	15.7%	14.3%	15.2%	13.9%	12.1%	14.6%	13.4%	25.0%	7.0%
		Neither agree nor disagree	13.2%	14.0%	7.8%	14.3%	13.9%	11.9%	16.2%	12.5%	13.4%	17.4%	10.6%	13.1%	9.1%	25.0%	7.0%
		Mildly disagree	3.9%	3.4%	2.3%	4.0%	3.4%	2.5%	4.3%	3.9%	3.3%	4.7%	3.4%	1.2%	5.5%	0.0%	4.7%
		Moderately disagree	3.0%	2.3%	0.5%	2.4%	2.7%	1.9%	3.3%	2.0%	2.8%	2.7%	1.4%	1.5%	1.2%	0.0%	0.0%
		Strongly disagree	2.6%	1.9%	1.8%	1.6%	2.3%	1.8%	2.5%	1.9%	2.1%	2.7%	1.8%	2.1%	0.0%	0.0%	4.7%
		Don't know or doesn't apply	0.2%	0.1%	0.5%	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
A2e I would recommend the Western Australian public sector as a good place to work	Strongly agree	23.6%	25.7%	38.8%	23.6%	24.9%	30.7%	19.9%	24.8%	24.8%	20.4%	29.8%	30.6%	36.2%	0.0%	35.7%
	Moderately agree	30.1%	32.3%	33.3%	33.3%	30.9%	31.6%	31.5%	31.3%	31.5%	30.9%	33.3%	30.6%	30.1%	50.0%	31.0%
	Mildly agree	19.0%	17.4%	13.7%	19.6%	17.5%	15.7%	19.4%	19.0%	18.1%	18.4%	17.4%	17.0%	13.5%	12.5%	11.9%
	Neither agree nor disagree	13.2%	12.8%	9.6%	11.9%	13.4%	12.0%	14.4%	11.8%	12.7%	16.1%	11.0%	10.2%	11.0%	25.0%	7.1%
	Mildly disagree	5.0%	5.4%	2.3%	5.8%	5.2%	4.2%	6.2%	5.5%	5.3%	5.6%	4.3%	5.6%	3.7%	12.5%	9.5%
	Moderately disagree	4.2%	3.4%	0.9%	3.3%	3.9%	2.6%	4.4%	4.1%	3.8%	4.3%	2.0%	2.5%	2.5%	0.0%	2.4%
	Strongly disagree	4.5%	2.9%	1.4%	2.4%	3.8%	2.9%	4.0%	3.2%	3.4%	3.8%	2.1%	3.7%	3.1%	0.0%	2.4%
Don't know or doesn't apply	0.4%	0.2%	0.0%	0.2%	0.3%	0.3%	0.3%	0.3%	0.3%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	
<b>B1. Please indicate your level of agreement with the following statements.</b>																
B1a In your work area, communication between senior managers and other employees is effective	Strongly agree	15.8%	17.7%	21.9%	16.4%	17.0%	19.7%	14.0%	18.2%	16.0%	15.1%	23.7%	24.8%	22.0%	0.0%	23.8%
	Moderately agree	29.5%	31.0%	36.1%	30.3%	30.6%	32.6%	28.0%	32.8%	29.8%	30.4%	34.1%	33.0%	39.6%	12.5%	21.4%
	Mildly agree	18.6%	19.9%	21.5%	20.7%	18.9%	19.3%	20.1%	17.9%	19.5%	19.7%	19.9%	15.2%	17.1%	37.5%	16.7%
	Neither agree nor disagree	5.4%	3.7%	2.3%	4.2%	4.4%	4.4%	4.4%	3.7%	4.4%	3.8%	3.0%	5.5%	6.7%	25.0%	7.1%
	Mildly disagree	9.5%	10.4%	7.8%	10.8%	10.1%	9.2%	11.4%	9.5%	10.6%	10.8%	8.0%	10.3%	4.9%	0.0%	2.4%
	Moderately disagree	9.6%	7.4%	5.9%	8.1%	8.2%	6.1%	10.1%	7.9%	8.4%	9.6%	5.6%	6.4%	3.7%	0.0%	11.9%
	Strongly disagree	11.3%	9.5%	4.1%	9.3%	10.5%	8.2%	11.8%	9.9%	11.2%	10.1%	5.4%	4.2%	4.9%	25.0%	14.3%
Don't know or doesn't apply	0.2%	0.3%	0.5%	0.2%	0.3%	0.5%	0.2%	0.1%	0.2%	0.4%	0.4%	0.6%	1.2%	0.0%	2.4%	
B1b Your input is adequately sought and considered about decisions that directly affect you	Strongly agree	16.4%	18.5%	17.4%	15.5%	18.4%	18.8%	14.4%	22.5%	17.4%	15.3%	21.7%	22.7%	23.8%	0.0%	16.7%
	Moderately agree	27.0%	27.9%	35.3%	27.7%	27.4%	30.0%	25.2%	28.6%	27.5%	26.6%	30.2%	28.8%	29.3%	50.0%	28.6%
	Mildly agree	17.7%	19.1%	22.0%	20.9%	17.9%	19.7%	19.4%	15.3%	17.9%	19.6%	21.0%	20.0%	22.0%	12.5%	16.7%
	Neither agree nor disagree	6.5%	5.1%	4.6%	6.3%	5.4%	6.2%	5.6%	4.4%	5.7%	5.6%	4.4%	5.2%	5.5%	0.0%	4.8%
	Mildly disagree	9.6%	10.6%	9.6%	12.1%	9.7%	9.3%	12.1%	8.4%	10.2%	12.1%	8.6%	9.4%	6.7%	12.5%	9.5%
	Moderately disagree	10.5%	8.5%	5.0%	8.6%	9.4%	7.1%	11.2%	8.7%	9.5%	9.6%	7.2%	7.9%	4.9%	0.0%	11.9%
	Strongly disagree	12.0%	10.1%	4.6%	8.6%	11.6%	8.5%	12.1%	11.9%	11.6%	11.1%	6.2%	5.8%	6.7%	25.0%	11.9%
Don't know or doesn't apply	0.2%	0.2%	1.4%	0.3%	0.2%	0.3%	0.1%	0.2%	0.1%	0.2%	0.7%	0.3%	1.2%	0.0%	0.0%	
B1c Good information management practices are promoted and supported in your work area	Strongly agree	15.4%	17.7%	20.5%	14.8%	17.5%	20.2%	12.9%	19.1%	15.8%	16.5%	21.4%	24.0%	22.1%	0.0%	21.4%
	Moderately agree	27.0%	29.5%	33.3%	27.8%	28.8%	30.3%	26.1%	31.0%	28.4%	28.2%	30.0%	28.9%	33.1%	12.5%	28.6%
	Mildly agree	19.8%	20.4%	25.6%	23.5%	18.8%	20.1%	21.3%	17.7%	19.7%	19.8%	23.2%	21.9%	17.8%	50.0%	14.3%
	Neither agree nor disagree	9.7%	7.9%	6.8%	9.3%	8.4%	8.4%	9.2%	7.3%	8.5%	9.0%	8.2%	7.3%	8.0%	25.0%	11.9%
	Mildly disagree	9.1%	9.4%	4.6%	10.4%	9.1%	7.8%	10.7%	9.4%	9.8%	9.4%	7.3%	7.6%	6.7%	0.0%	7.1%
	Moderately disagree	9.3%	7.0%	1.8%	6.8%	8.3%	5.7%	9.8%	7.2%	8.2%	8.5%	4.6%	5.5%	3.7%	0.0%	9.5%
	Strongly disagree	9.2%	7.6%	4.1%	6.8%	8.7%	6.6%	9.6%	7.9%	9.1%	7.9%	4.4%	4.0%	5.5%	12.5%	7.1%
Don't know or doesn't apply	0.5%	0.6%	3.2%	0.5%	0.5%	0.9%	0.4%	0.4%	0.4%	0.8%	0.8%	0.9%	3.1%	0.0%	0.0%	
<b>B2. Please indicate your level of agreement with the following statements.</b>																
<b>Your immediate supervisor...</b>																
B2a Keeps you informed of what is going on	Strongly agree	34.3%	35.2%	41.7%	35.9%	34.4%	35.9%	33.2%	36.9%	34.6%	32.1%	40.0%	39.9%	36.2%	12.5%	42.9%
	Moderately agree	30.1%	29.4%	35.2%	30.8%	29.0%	30.0%	29.7%	28.6%	29.0%	30.1%	31.1%	31.4%	36.8%	37.5%	19.0%
	Mildly agree	14.8%	16.1%	13.4%	15.8%	15.7%	16.3%	15.7%	14.3%	15.4%	17.5%	15.4%	12.8%	14.1%	37.5%	19.0%
	Neither agree nor disagree	4.2%	2.8%	3.7%	3.0%	3.4%	3.3%	3.3%	3.3%	3.4%	3.4%	2.8%	3.4%	3.7%	0.0%	0.0%
	Mildly disagree	6.5%	6.3%	2.8%	6.7%	6.4%	6.6%	5.3%	7.7%	6.2%	7.0%	6.4%	5.2%	5.5%	2.5%	0.0%
	Moderately disagree	4.6%	4.9%	0.5%	3.5%	5.3%	3.9%	5.6%	4.9%	5.1%	5.6%	2.0%	3.7%	1.8%	0.0%	7.1%
	Strongly disagree	5.1%	5.0%	2.8%	4.0%	5.3%	5.1%	4.7%	5.3%	5.4%	4.7%	3.2%	2.7%	3.7%	12.5%	9.5%
Don't know or doesn't apply	0.4%	0.2%	0.0%	0.2%	0.3%	0.2%	0.2%	0.5%	0.2%	0.2%	0.3%	0.6%	1.2%	0.0%	2.4%	
B2b Makes use of appropriate communication and interpersonal skills when dealing with you	Strongly agree	37.4%	41.2%	54.2%	40.4%	39.2%	41.7%	37.1%	42.5%	39.0%	37.2%	46.1%	50.3%	43.2%	50.0%	40.5%
	Moderately agree	29.9%	27.7%	24.5%	30.3%	28.0%	28.2%	29.4%	27.0%	28.1%	30.4%	28.3%	26.2%	30.9%	25.0%	28.6%
	Mildly agree	13.0%	13.1%	13.9%	13.8%	12.8%	13.4%	13.5%	11.2%	13.1%	12.5%	13.0%	12.8%	14.8%	0.0%	14.3%
	Neither agree nor disagree	4.9%	3.8%	3.2%	2.8%	4.7%	3.8%	4.4%	4.6%	4.4%	4.8%	3.0%	2.4%	2.5%	0.0%	0.0%
	Mildly disagree	4.8%	5.2%	1.9%	5.2%	5.1%	4.5%	5.7%	4.6%	5.0%	6.1%	4.8%	3.7%	2.5%	0.0%	2.4%
	Moderately disagree	4.8%	4.1%	0.0%	3.5%	4.8%	3.6%	4.9%	4.7%	4.7%	4.7%	2.5%	1.8%	2.5%	12.5%	4.8%
	Strongly disagree	4.8%	4.7%	2.3%	3.7%	5.1%	4.5%	4.8%	4.9%	5.5%	4.1%	2.1%	2.1%	2.5%	12.5%	9.5%
Don't know or doesn't apply	0.3%	0.2%	0.0%	0.2%	0.3%	0.2%	0.1%	0.5%	0.2%	0.2%	0.1%	0.6%	1.2%	0.0%	0.0%	

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
B2c Is effective in managing people	Strongly agree	30.6%	33.2%	44.9%	33.5%	31.4%	36.2%	28.8%	32.0%	31.3%	29.4%	37.4%	41.6%	40.5%	37.5%	35.7%
	Moderately agree	29.0%	27.2%	30.6%	28.8%	27.3%	27.1%	28.6%	27.5%	27.2%	29.6%	29.0%	28.7%	27.0%	25.0%	26.2%
	Mildly agree	13.6%	14.3%	11.6%	14.3%	14.1%	13.5%	14.7%	14.2%	14.1%	14.1%	14.4%	10.4%	16.0%	12.5%	14.3%
	Neither agree nor disagree	6.9%	4.9%	4.6%	5.0%	5.8%	5.4%	5.6%	5.8%	6.1%	4.6%	5.2%	4.9%	3.7%	0.0%	0.0%
	Mildly disagree	6.1%	7.2%	3.7%	6.7%	7.0%	6.3%	7.8%	5.8%	6.9%	8.3%	4.9%	7.0%	5.5%	0.0%	2.4%
	Moderately disagree	5.3%	5.2%	1.9%	5.0%	5.4%	4.0%	6.3%	5.2%	5.5%	5.9%	3.5%	2.4%	1.8%	25.0%	4.8%
	Strongly disagree	7.2%	7.2%	1.9%	6.1%	7.8%	6.7%	7.7%	7.4%	7.9%	7.4%	3.8%	4.3%	4.3%	0.0%	14.3%
Don't know or doesn't apply	1.3%	0.8%	0.9%	0.6%	1.1%	0.9%	0.5%	2.2%	1.0%	0.6%	1.7%	0.6%	1.2%	0.0%	2.4%	
B2d Appropriately deals with employees that perform poorly	Strongly agree	17.6%	17.3%	25.0%	18.3%	16.8%	20.7%	14.6%	16.7%	17.4%	14.9%	20.0%	23.6%	20.2%	0.0%	16.7%
	Moderately agree	20.6%	19.6%	19.9%	20.5%	19.9%	20.4%	18.9%	21.7%	19.9%	19.9%	19.4%	16.6%	23.3%	50.0%	28.6%
	Mildly agree	11.8%	13.2%	14.4%	12.5%	12.7%	12.0%	13.1%	13.3%	13.0%	13.1%	11.7%	11.0%	10.4%	12.5%	7.1%
	Neither agree nor disagree	13.6%	11.8%	6.9%	10.7%	13.1%	12.1%	13.7%	10.2%	12.1%	12.8%	11.3%	16.0%	15.3%	37.5%	11.9%
	Mildly disagree	8.8%	8.5%	6.0%	9.1%	8.6%	7.3%	9.4%	9.5%	9.5%	7.9%	6.8%	4.0%	6.1%	0.0%	9.5%
	Moderately disagree	7.6%	5.9%	3.2%	6.1%	6.7%	5.2%	7.3%	7.3%	7.1%	6.4%	4.6%	2.8%	1.2%	0.0%	2.4%
	Strongly disagree	9.2%	10.5%	3.7%	9.4%	10.5%	8.9%	11.0%	10.3%	11.0%	11.1%	4.6%	6.4%	7.4%	0.0%	11.9%
Don't know or doesn't apply	10.9%	13.1%	20.8%	13.3%	11.7%	13.3%	12.1%	10.9%	10.0%	13.8%	21.5%	19.6%	16.0%	0.0%	11.9%	
<b>B3. Please indicate your level of agreement with the following statements.</b>																
B3a Recruitment and promotion decisions in this agency are fair	Strongly agree	15.5%	15.6%	21.9%	15.6%	15.2%	16.2%	11.6%	22.7%	15.6%	13.2%	18.7%	16.1%	20.1%	12.5%	14.0%
	Moderately agree	23.6%	24.7%	25.6%	25.3%	24.0%	24.5%	23.4%	26.1%	24.6%	24.6%	23.0%	23.1%	20.1%	37.5%	25.6%
	Mildly agree	13.6%	14.6%	14.2%	15.1%	14.1%	13.8%	15.5%	12.7%	14.1%	13.7%	16.7%	14.0%	14.0%	0.0%	11.6%
	Neither agree nor disagree	11.8%	11.7%	11.9%	10.5%	12.1%	13.7%	11.7%	7.8%	10.6%	14.8%	11.4%	14.3%	15.9%	12.5%	20.9%
	Mildly disagree	10.2%	10.5%	5.9%	11.4%	10.3%	9.3%	12.0%	8.9%	11.1%	10.4%	9.1%	6.1%	7.9%	0.0%	2.3%
	Moderately disagree	8.4%	7.5%	3.7%	7.7%	8.0%	6.0%	9.6%	7.5%	8.4%	7.4%	4.5%	10.3%	2.4%	0.0%	9.3%
	Strongly disagree	12.8%	9.3%	5.9%	9.0%	11.1%	8.8%	11.9%	10.8%	11.5%	8.9%	8.6%	8.2%	6.7%	12.5%	9.3%
Don't know or doesn't apply	4.1%	6.1%	11.0%	5.3%	5.2%	7.6%	4.3%	3.3%	4.2%	6.9%	8.0%	7.9%	12.8%	25.0%	7.0%	
B3b Generally speaking, the recruitment and selection processes in your workplace are unbiased and candidates are selected on the basis of merit	Strongly agree	19.4%	19.9%	23.4%	18.9%	19.8%	19.7%	15.3%	29.4%	20.1%	16.8%	21.9%	21.5%	18.9%	37.5%	14.0%
	Moderately agree	22.3%	24.7%	21.6%	25.9%	23.5%	25.1%	22.8%	24.3%	23.3%	25.5%	25.0%	22.1%	25.6%	25.0%	25.6%
	Mildly agree	13.6%	13.7%	16.5%	15.1%	13.1%	13.2%	15.3%	11.3%	13.8%	12.3%	15.8%	12.7%	14.6%	12.5%	16.3%
	Neither agree nor disagree	10.2%	11.0%	11.0%	9.8%	11.0%	12.6%	10.4%	7.6%	9.6%	12.8%	10.6%	15.1%	17.1%	12.5%	11.6%
	Mildly disagree	9.5%	9.3%	6.4%	9.3%	9.5%	7.8%	11.4%	7.9%	10.0%	9.2%	7.9%	7.3%	3.7%	0.0%	7.0%
	Moderately disagree	9.0%	6.6%	2.8%	7.2%	7.6%	5.8%	9.1%	6.9%	8.5%	6.5%	3.2%	6.3%	4.9%	0.0%	2.3%
	Strongly disagree	11.7%	8.4%	4.6%	8.2%	10.1%	7.7%	11.0%	9.8%	10.2%	9.0%	7.3%	6.9%	4.3%	0.0%	11.6%
Don't know or doesn't apply	4.2%	6.5%	13.8%	5.6%	5.4%	8.1%	4.8%	2.8%	4.4%	7.8%	8.3%	8.2%	11.0%	12.5%	11.6%	
B3c Positions are generally advertised within a reasonable time of becoming vacant	Strongly agree	18.6%	18.9%	19.3%	18.2%	19.0%	19.4%	16.4%	22.9%	19.7%	16.0%	19.5%	17.6%	22.1%	0.0%	16.3%
	Moderately agree	25.6%	23.7%	23.4%	23.6%	24.5%	24.0%	23.5%	26.6%	24.8%	21.0%	27.4%	22.1%	26.4%	0.0%	23.3%
	Mildly agree	16.4%	15.1%	17.0%	16.5%	15.1%	15.5%	16.3%	13.9%	16.2%	15.3%	13.6%	14.8%	9.8%	0.0%	11.6%
	Neither agree nor disagree	9.8%	10.9%	11.5%	10.0%	10.8%	11.3%	11.3%	8.0%	9.8%	11.8%	10.4%	15.8%	12.3%	25.0%	16.3%
	Mildly disagree	8.1%	8.0%	5.0%	8.1%	8.2%	7.4%	8.7%	8.0%	8.3%	8.9%	5.6%	6.1%	7.4%	25.0%	7.0%
	Moderately disagree	5.8%	5.6%	3.2%	6.6%	5.5%	4.6%	6.6%	5.9%	5.7%	6.8%	4.8%	2.7%	4.3%	12.5%	4.7%
	Strongly disagree	9.0%	7.9%	3.7%	8.0%	8.4%	7.1%	8.6%	9.7%	8.6%	9.4%	5.1%	4.8%	4.9%	12.5%	7.0%
Don't know or doesn't apply	6.8%	9.8%	17.0%	9.0%	8.4%	10.7%	8.8%	4.9%	6.9%	10.8%	13.5%	16.1%	12.9%	25.0%	14.0%	
B3d Decisions to second or transfer employees to equivalent or higher positions are made fairly	Strongly agree	10.8%	11.6%	11.5%	10.3%	11.6%	11.4%	8.2%	17.8%	12.0%	9.6%	11.0%	9.1%	12.3%	0.0%	16.7%
	Moderately agree	21.1%	18.6%	24.3%	19.9%	19.1%	18.0%	19.4%	22.6%	20.1%	17.0%	20.5%	17.2%	18.4%	12.5%	14.3%
	Mildly agree	11.8%	11.5%	10.6%	12.3%	11.5%	11.6%	12.1%	10.8%	12.4%	10.4%	10.8%	7.9%	11.7%	25.0%	9.5%
	Neither agree nor disagree	17.0%	16.8%	11.0%	16.6%	17.2%	18.2%	17.2%	13.3%	16.0%	18.7%	16.2%	19.9%	22.7%	25.0%	16.7%
	Mildly disagree	8.5%	8.5%	3.7%	9.0%	8.5%	7.2%	9.7%	8.2%	8.9%	9.5%	6.2%	6.6%	1.8%	0.0%	9.5%
	Moderately disagree	7.2%	5.9%	5.5%	5.6%	6.6%	4.3%	8.1%	6.5%	7.2%	5.3%	4.5%	4.2%	2.5%	0.0%	2.4%
	Strongly disagree	10.4%	8.3%	2.8%	7.5%	9.8%	6.7%	10.3%	10.9%	10.0%	8.1%	6.0%	5.4%	4.9%	12.5%	9.5%
Don't know or doesn't apply	13.2%	18.8%	30.7%	18.9%	15.8%	22.5%	15.1%	9.9%	13.5%	21.4%	24.8%	29.6%	25.8%	25.0%	21.4%	

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
B3e Favouritism plays a part in the selection process for relieving or acting opportunities	Strongly agree	13.5%	12.4%	9.2%	11.5%	13.3%	11.7%	13.7%	12.9%	14.0%	12.1%	9.2%	5.8%	10.5%	0.0%	16.7%
	Moderately agree	12.7%	13.1%	8.8%	13.7%	13.0%	11.8%	14.7%	11.8%	13.8%	12.2%	10.7%	11.9%	11.1%	0.0%	9.5%
	Mildly agree	15.5%	16.4%	14.3%	16.4%	16.1%	14.6%	18.5%	14.1%	16.9%	15.8%	14.5%	12.8%	9.3%	25.0%	26.2%
	Neither agree nor disagree	18.4%	19.3%	16.6%	18.6%	19.2%	21.3%	18.3%	15.6%	17.7%	20.9%	20.7%	24.1%	22.2%	25.0%	16.7%
	Mildly disagree	6.3%	5.6%	2.8%	6.7%	5.7%	4.9%	6.1%	7.0%	5.9%	6.3%	6.3%	3.0%	4.3%	12.5%	2.4%
	Moderately disagree	10.4%	8.3%	14.3%	9.1%	8.8%	7.8%	8.7%	12.2%	9.4%	8.5%	7.9%	11.0%	4.3%	12.5%	4.8%
	Strongly disagree	13.3%	12.8%	11.5%	10.3%	13.9%	11.8%	10.4%	20.9%	13.9%	10.8%	10.8%	11.6%	16.0%	12.5%	9.5%
Don't know or doesn't apply		9.8%	12.1%	22.6%	13.7%	10.1%	16.0%	9.6%	5.5%	8.5%	13.4%	19.9%	19.8%	22.2%	12.5%	14.3%
<b>B4. Please indicate your level of agreement with the following statements.</b>																
B4a Training opportunities in your work area are available to all employees	Strongly agree	28.4%	30.8%	33.3%	28.1%	30.5%	33.1%	26.2%	31.9%	29.2%	29.7%	33.4%	32.9%	39.3%	0.0%	25.6%
	Moderately agree	28.3%	28.8%	30.6%	27.2%	29.0%	27.7%	29.0%	29.7%	28.9%	28.0%	28.8%	27.8%	28.2%	12.5%	27.9%
	Mildly agree	17.3%	17.7%	16.0%	19.5%	17.0%	17.2%	18.2%	16.8%	17.5%	20.0%	14.9%	14.5%	16.0%	12.5%	23.3%
	Neither agree nor disagree	5.6%	5.0%	4.6%	5.2%	5.3%	5.8%	4.8%	5.0%	5.3%	5.5%	5.3%	5.7%	1.8%	25.0%	2.3%
	Mildly disagree	7.1%	7.0%	5.0%	7.9%	6.8%	6.0%	8.2%	6.6%	6.9%	7.1%	8.3%	7.3%	2.5%	12.5%	9.3%
	Moderately disagree	5.9%	4.7%	6.4%	5.6%	4.9%	4.0%	6.4%	4.5%	5.5%	5.1%	3.5%	2.4%	6.1%	12.5%	2.3%
	Strongly disagree	6.8%	4.7%	2.3%	5.2%	5.5%	4.5%	6.5%	4.7%	6.0%	3.8%	4.2%	4.5%	3.1%	12.5%	9.3%
Don't know or doesn't apply		0.7%	1.2%	1.8%	1.3%	0.9%	1.6%	0.7%	0.7%	0.7%	0.9%	1.5%	4.8%	3.1%	12.5%	0.0%
B4b You receive appropriate training or have access to information that enables you to meet your record keeping responsibilities	Strongly agree	23.4%	28.8%	33.5%	24.3%	27.6%	29.7%	23.9%	28.1%	26.5%	25.6%	29.9%	27.9%	36.8%	0.0%	35.7%
	Moderately agree	31.3%	30.8%	32.1%	31.3%	30.8%	30.8%	31.4%	30.3%	31.0%	31.6%	30.2%	30.3%	31.3%	12.5%	21.4%
	Mildly agree	18.9%	18.2%	17.0%	20.5%	17.7%	18.3%	18.6%	18.0%	18.0%	19.3%	19.1%	19.4%	17.8%	12.5%	23.8%
	Neither agree nor disagree	7.5%	6.1%	6.0%	7.0%	6.5%	6.1%	6.9%	7.0%	6.6%	7.0%	5.9%	7.9%	2.5%	25.0%	9.5%
	Mildly disagree	7.6%	7.0%	6.4%	7.9%	7.1%	6.1%	8.8%	6.4%	7.4%	7.8%	7.3%	6.1%	3.1%	0.0%	0.0%
	Moderately disagree	5.5%	4.4%	2.8%	4.3%	5.0%	3.8%	5.0%	5.0%	4.7%	3.7%	3.5%	3.1%	1.0%	12.5%	2.4%
	Strongly disagree	5.0%	3.8%	1.4%	3.7%	4.5%	4.0%	4.3%	4.4%	4.8%	3.2%	2.7%	3.0%	2.5%	25.0%	7.1%
Don't know or doesn't apply		0.7%	0.9%	0.9%	1.0%	0.8%	1.1%	0.6%	0.7%	0.6%	0.8%	1.1%	2.1%	3.1%	12.5%	0.0%
B4c Performance development is fairly and consistently applied in your workplace	Strongly agree	16.5%	21.3%	21.5%	18.7%	19.9%	23.8%	16.5%	18.3%	17.9%	21.3%	23.1%	26.7%	32.5%	12.5%	25.6%
	Moderately agree	26.8%	29.0%	31.5%	27.9%	28.2%	28.5%	27.9%	28.6%	28.0%	31.0%	27.3%	24.5%	27.0%	0.0%	30.2%
	Mildly agree	17.6%	16.5%	17.8%	17.3%	16.7%	16.7%	17.2%	16.6%	17.0%	16.7%	17.2%	16.7%	13.5%	12.5%	18.6%
	Neither agree nor disagree	12.9%	10.0%	9.6%	10.9%	11.0%	10.6%	11.4%	10.7%	11.3%	10.0%	11.7%	10.0%	8.6%	12.5%	7.0%
	Mildly disagree	8.7%	8.3%	5.5%	9.7%	8.2%	6.7%	9.9%	9.0%	8.9%	8.3%	7.5%	8.2%	2.5%	12.5%	4.7%
	Moderately disagree	6.9%	5.7%	4.1%	6.6%	6.0%	4.2%	7.1%	7.6%	6.7%	5.4%	4.1%	5.5%	1.8%	12.5%	9.3%
	Strongly disagree	8.0%	6.2%	2.3%	5.7%	7.2%	5.4%	7.8%	7.1%	7.9%	4.4%	4.6%	3.3%	5.5%	12.5%	4.7%
Don't know or doesn't apply		2.5%	3.1%	7.8%	3.1%	2.6%	4.1%	2.2%	2.0%	2.3%	2.9%	4.5%	5.2%	8.6%	25.0%	0.0%
<b>B5. Please indicate your level of agreement with regards to your agency's culture of encouraging collaboration with:</b>																
B5a Other public sector agencies	Strongly agree	14.9%	17.0%	15.1%	15.7%	16.6%	15.8%	14.8%	21.1%	16.7%	13.8%	18.1%	19.6%	14.3%	0.0%	20.9%
	Moderately agree	28.7%	25.7%	31.2%	28.7%	25.7%	24.1%	26.2%	32.7%	27.2%	23.1%	27.4%	28.1%	29.2%	25.0%	25.6%
	Mildly agree	17.8%	16.1%	13.3%	19.6%	15.8%	12.7%	20.1%	17.0%	17.9%	15.0%	15.3%	12.2%	8.7%	37.5%	11.6%
	Neither agree nor disagree	15.0%	16.0%	10.6%	13.5%	16.6%	18.0%	15.3%	11.9%	15.6%	17.2%	14.3%	11.6%	15.5%	25.0%	27.9%
	Mildly disagree	5.0%	3.4%	2.8%	4.3%	3.8%	1.9%	5.3%	4.7%	4.4%	2.9%	3.2%	3.1%	0.6%	0.0%	2.3%
	Moderately disagree	4.0%	2.1%	1.8%	2.5%	2.8%	1.6%	3.3%	3.5%	3.0%	2.3%	2.5%	1.2%	0.0%	0.0%	0.0%
	Strongly disagree	2.9%	1.7%	0.5%	2.0%	2.2%	1.4%	2.6%	2.3%	2.0%	1.4%	1.5%	2.5%	0.0%	12.5%	4.7%
Don't know or doesn't apply		11.7%	18.0%	24.8%	13.7%	16.5%	24.5%	12.4%	6.8%	13.0%	23.7%	17.7%	22.6%	29.2%	0.0%	7.0%
B5b Not for profit organisations	Strongly agree	11.5%	14.3%	12.8%	12.9%	13.6%	14.1%	12.0%	15.2%	13.4%	11.6%	15.7%	17.3%	13.0%	0.0%	23.3%
	Moderately agree	20.5%	20.4%	23.4%	21.6%	19.8%	19.4%	20.8%	21.5%	20.5%	19.2%	19.7%	23.4%	22.4%	12.5%	11.6%
	Mildly agree	15.2%	14.4%	12.8%	16.4%	14.2%	12.0%	16.4%	16.3%	15.5%	13.7%	13.9%	11.6%	8.7%	12.5%	7.0%
	Neither agree nor disagree	19.9%	19.4%	12.8%	17.5%	20.5%	20.4%	19.6%	17.8%	19.8%	20.4%	18.5%	14.6%	16.8%	37.5%	30.2%
	Mildly disagree	3.7%	3.1%	3.7%	4.6%	2.9%	2.0%	4.5%	3.5%	3.5%	2.7%	3.2%	4.0%	1.2%	12.5%	4.7%
	Moderately disagree	3.2%	2.0%	2.8%	2.5%	2.3%	1.3%	3.0%	3.1%	2.7%	1.9%	2.0%	1.5%	0.6%	0.0%	0.0%
	Strongly disagree	2.7%	1.7%	0.9%	2.5%	1.9%	1.1%	2.6%	2.5%	2.2%	1.7%	1.4%	0.9%	1.9%	12.5%	2.3%
Don't know or doesn't apply		23.2%	24.7%	30.7%	22.0%	24.7%	29.7%	21.0%	20.1%	22.4%	28.8%	25.6%	26.7%	35.4%	12.5%	20.9%

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
B5c Volunteer/community groups	Strongly agree	15.1%	16.7%	16.1%	15.1%	16.6%	17.9%	14.5%	16.4%	16.0%	15.6%	16.8%	18.9%	20.6%	0.0%	23.3%
	Moderately agree	22.1%	22.4%	25.2%	21.6%	22.4%	21.3%	22.4%	23.8%	22.3%	22.2%	21.3%	24.7%	22.5%	12.5%	20.9%
	Mildly agree	15.3%	15.9%	10.1%	17.6%	15.3%	13.4%	18.1%	15.1%	16.5%	14.4%	16.1%	11.3%	10.0%	0.0%	7.0%
	Neither agree nor disagree	17.8%	17.5%	12.4%	16.6%	18.1%	18.2%	17.6%	16.4%	17.7%	18.0%	16.6%	13.7%	15.6%	50.0%	27.9%
	Mildly disagree	3.8%	2.9%	3.2%	3.9%	3.0%	1.5%	4.4%	4.0%	3.3%	2.7%	3.2%	4.6%	0.6%	12.5%	0.0%
	Moderately disagree	2.4%	2.1%	1.8%	2.3%	2.2%	1.3%	2.7%	2.8%	2.3%	2.3%	1.8%	1.8%	0.6%	0.0%	0.0%
	Strongly disagree	2.4%	1.6%	1.4%	2.3%	1.8%	0.9%	2.5%	2.3%	2.2%	1.1%	1.5%	0.6%	1.3%	12.5%	2.3%
	Don't know or doesn't apply	21.1%	20.8%	29.8%	20.6%	20.7%	25.5%	17.6%	19.2%	19.6%	23.5%	22.7%	24.4%	28.8%	12.5%	18.6%
<b>B6. Please indicate your level of agreement with regards to senior managers in your agency working collaboratively with people from:</b>																
B6a Other divisions within your agency	Strongly agree	15.3%	16.6%	22.8%	14.8%	16.3%	16.4%	13.8%	20.9%	16.1%	12.8%	20.9%	18.3%	20.4%	0.0%	18.6%
	Moderately agree	26.5%	24.7%	28.8%	27.3%	24.5%	23.0%	25.4%	29.6%	26.7%	21.0%	27.0%	23.5%	15.4%	12.5%	16.3%
	Mildly agree	16.6%	14.6%	14.2%	16.0%	15.1%	12.9%	17.1%	16.3%	16.1%	14.4%	13.5%	14.1%	8.6%	25.0%	14.0%
	Neither agree nor disagree	12.8%	14.5%	8.2%	12.7%	14.6%	15.8%	14.4%	9.3%	13.8%	16.7%	9.6%	11.6%	17.3%	12.5%	23.3%
	Mildly disagree	4.9%	4.1%	1.8%	5.4%	4.1%	3.2%	5.2%	4.9%	4.7%	3.7%	4.4%	3.1%	3.1%	12.5%	2.3%
	Moderately disagree	5.8%	2.6%	2.7%	3.4%	3.7%	2.3%	4.2%	5.0%	4.2%	2.9%	2.4%	1.5%	1.9%	0.0%	0.0%
	Strongly disagree	4.0%	2.5%	1.4%	2.3%	3.2%	2.0%	3.2%	4.3%	3.3%	2.3%	2.0%	2.1%	1.9%	12.5%	9.3%
	Don't know or doesn't apply	14.2%	20.4%	20.1%	18.1%	18.5%	24.5%	16.7%	9.8%	15.2%	26.1%	20.4%	25.7%	31.5%	25.0%	16.3%
B6b Other public sector agencies	Strongly agree	12.1%	13.9%	15.3%	13.4%	13.2%	13.7%	11.0%	17.9%	13.4%	10.6%	17.3%	13.8%	17.4%	0.0%	16.7%
	Moderately agree	24.7%	22.2%	28.7%	23.6%	22.5%	21.4%	22.3%	27.7%	24.4%	18.3%	24.5%	21.7%	16.1%	25.0%	11.9%
	Mildly agree	15.6%	13.1%	13.9%	16.2%	13.2%	11.0%	15.8%	15.7%	14.9%	12.2%	12.1%	12.5%	6.2%	12.5%	7.1%
	Neither agree nor disagree	16.5%	17.8%	11.6%	15.5%	18.2%	19.0%	17.9%	13.0%	17.2%	19.8%	13.9%	15.3%	16.1%	25.0%	28.6%
	Mildly disagree	4.4%	2.8%	1.4%	4.2%	3.1%	1.5%	4.6%	4.2%	3.5%	3.0%	3.9%	1.8%	1.2%	0.0%	2.4%
	Moderately disagree	3.4%	1.8%	0.9%	1.6%	2.5%	1.2%	2.9%	3.0%	2.7%	1.9%	1.0%	0.9%	1.9%	0.0%	0.0%
	Strongly disagree	2.9%	1.5%	0.9%	1.5%	2.1%	1.1%	2.3%	2.8%	2.2%	1.4%	1.1%	1.2%	1.2%	12.5%	4.8%
	Don't know or doesn't apply	20.6%	26.9%	27.3%	24.0%	25.1%	31.1%	23.3%	15.8%	21.6%	32.7%	26.2%	32.7%	39.8%	25.0%	28.6%
<b>B7. Are you aware that Human Resource Standards exist in the public sector for:</b>																
B7a Employment (incorporates recruitment, secondment, transfer and acting)?	Yes	94.1%	90.4%	91.7%	90.0%	92.1%	88.0%	92.6%	96.7%	93.5%	89.4%	87.7%	88.4%	82.7%	62.5%	83.7%
	No	5.9%	9.6%	8.3%	10.0%	7.9%	12.0%	7.4%	3.3%	6.5%	10.6%	12.3%	11.6%	17.3%	37.5%	16.3%
B7b Grievance resolution?	Yes	94.3%	90.0%	76.0%	86.3%	93.7%	87.2%	93.1%	96.4%	93.5%	90.4%	84.9%	85.7%	86.4%	75.0%	83.7%
	No	5.7%	10.0%	24.0%	13.7%	6.3%	12.8%	6.9%	3.6%	6.5%	9.6%	15.1%	14.3%	13.6%	25.0%	16.3%
B7c Performance management?	Yes	90.8%	91.5%	86.1%	88.6%	92.4%	88.9%	92.1%	94.6%	92.8%	91.5%	85.7%	86.2%	85.8%	50.0%	88.4%
	No	9.2%	8.5%	13.9%	11.4%	7.6%	11.1%	7.9%	5.4%	7.2%	8.5%	14.3%	13.8%	14.2%	50.0%	11.6%
B7d Redeployment, termination, and discipline?	Yes	90.3%	87.9%	85.8%	85.8%	89.9%	85.0%	89.6%	94.5%	90.5%	87.3%	85.2%	82.6%	81.0%	62.5%	79.1%
	No	9.7%	12.1%	17.1%	14.2%	10.1%	15.0%	10.4%	5.5%	9.5%	12.7%	14.8%	17.4%	19.0%	37.5%	20.9%
<b>B8. Have you undertaken training or been provided with information on your agency's internal grievance resolution procedures?</b>																
	Yes	58.4%	43.8%	37.0%	44.0%	50.5%	41.7%	48.6%	62.9%	54.3%	38.4%	39.4%	33.0%	40.4%	12.5%	44.2%
	No	41.6%	56.2%	63.0%	56.0%	49.5%	58.3%	51.4%	37.1%	45.7%	61.6%	60.6%	67.0%	59.6%	87.5%	55.8%
<b>B9. Do you understand what courses of action are available to you should a breach of standard occur?</b>																
	Yes	45.4%	33.9%	25.6%	30.2%	40.4%	32.0%	35.9%	52.9%	42.4%	28.6%	29.7%	21.6%	37.8%	0.0%	34.9%
	No	19.2%	27.0%	37.0%	28.9%	22.4%	29.4%	24.3%	14.1%	21.1%	29.5%	31.7%	33.4%	23.2%	62.5%	27.9%
	No, but know where to find out	35.4%	39.2%	37.4%	40.9%	37.1%	38.6%	39.8%	33.0%	36.5%	41.9%	38.6%	45.0%	39.0%	37.5%	37.2%
<b>B10. Does your agency have clearly documented employment policies and processes (includes recruitment, secondment, transfer and acting)?</b>																
	Yes	67.5%	56.0%	48.9%	55.9%	61.4%	52.9%	59.3%	74.6%	64.8%	51.3%	50.7%	47.7%	51.2%	0.0%	48.8%
	No	7.6%	8.1%	7.3%	9.3%	7.6%	7.5%	8.7%	7.5%	8.3%	7.3%	8.7%	6.7%	4.9%	12.5%	7.0%
	Don't know	24.8%	36.0%	43.8%	34.8%	31.0%	39.6%	31.9%	17.8%	26.9%	41.4%	40.6%	45.6%	43.9%	87.5%	44.2%

Demographic group	Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?							
	Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other	
<b>EPS question / response</b>																
<b>B11. Please indicate if your agency has clearly documented policies and procedures for the following and if you have confidence in these procedures:</b>																
B11a1 Induction, training and professional development-(clearly documented)	Yes	73.2%	72.9%	77.9%	72.4%	72.9%	72.8%	71.7%	75.9%	73.0%	73.0%	74.4%	69.5%	78.6%	25.0%	61.9%
	No	11.7%	10.6%	7.5%	12.0%	10.8%	8.7%	12.2%	12.8%	12.0%	9.4%	8.9%	7.4%	6.3%	12.5%	14.3%
	Don't know	15.1%	16.5%	14.6%	15.5%	16.3%	18.5%	16.0%	11.2%	14.9%	17.6%	16.7%	23.1%	15.1%	62.5%	23.8%
B11a2 Induction, training and professional development-(confidence)	Yes	52.8%	57.9%	71.3%	56.8%	55.3%	60.0%	52.0%	57.6%	54.8%	56.9%	58.9%	60.3%	69.9%	40.0%	52.6%
	No	31.7%	24.4%	13.9%	26.7%	27.5%	20.5%	31.2%	30.0%	29.6%	23.2%	21.8%	19.5%	14.3%	20.0%	26.3%
	Don't know	15.4%	17.7%	14.9%	16.6%	17.2%	19.5%	16.8%	12.4%	15.5%	19.9%	19.3%	20.2%	15.8%	40.0%	21.1%
B11b1 Supervision and performance management-(clearly documented)	Yes	72.5%	76.9%	75.3%	71.8%	76.6%	71.2%	77.5%	79.5%	76.4%	76.8%	70.8%	73.8%	67.1%	50.0%	57.1%
	No	10.9%	8.2%	3.3%	9.9%	9.1%	8.2%	9.5%	10.1%	9.8%	7.8%	8.2%	5.8%	6.3%	12.5%	14.3%
	Don't know	16.6%	14.8%	21.4%	18.3%	14.3%	20.6%	13.0%	10.3%	13.8%	15.4%	21.0%	20.4%	26.6%	37.5%	28.6%
B11b2 Supervision and performance management-(confidence)	Yes	45.1%	53.4%	62.7%	50.3%	50.0%	54.1%	47.2%	50.6%	48.5%	53.9%	54.6%	55.1%	57.9%	50.0%	51.2%
	No	36.8%	29.5%	15.4%	30.4%	33.3%	23.5%	37.3%	37.4%	35.9%	27.9%	21.9%	20.9%	16.5%	16.7%	31.7%
	Don't know	18.1%	17.1%	21.9%	19.3%	16.7%	22.4%	15.5%	12.0%	18.2%	23.6%	24.0%	25.6%	33.3%	17.1%	
B11c1 Ensuring employee occupational health and safety-(clearly documented)	Yes	83.8%	82.3%	83.3%	81.7%	83.1%	81.2%	82.7%	86.0%	83.6%	80.2%	79.6%	84.8%	88.2%	75.0%	75.6%
	No	7.4%	6.8%	2.8%	6.5%	7.3%	6.4%	7.8%	6.3%	7.1%	8.3%	6.8%	2.1%	2.5%	12.5%	9.8%
	Don't know	8.8%	10.9%	13.9%	11.9%	9.6%	12.4%	9.5%	7.7%	9.3%	11.5%	13.6%	13.1%	9.3%	12.5%	14.6%
B11c2 Ensuring employee occupational health and safety-(confidence)	Yes	65.4%	66.3%	76.4%	67.0%	65.1%	68.5%	62.0%	69.3%	65.8%	62.1%	68.3%	71.1%	77.6%	71.4%	70.7%
	No	22.9%	20.2%	8.0%	16.4%	16.4%	16.4%	25.7%	21.0%	22.7%	22.4%	15.8%	12.2%	11.9%	14.3%	14.6%
	Don't know	11.7%	13.4%	15.6%	13.7%	12.5%	15.1%	12.4%	9.7%	11.5%	15.5%	15.9%	16.7%	10.4%	14.3%	14.6%
B11d1 Conduct and discipline processes-(clearly documented)	Yes	76.1%	71.5%	68.2%	67.5%	74.9%	69.0%	73.4%	79.9%	75.6%	69.0%	65.5%	67.9%	73.5%	62.5%	64.3%
	No	8.6%	8.4%	4.1%	10.3%	8.1%	8.1%	9.4%	7.4%	8.8%	9.0%	7.3%	6.1%	5.8%	12.5%	9.5%
	Don't know	15.4%	20.1%	27.6%	22.2%	17.0%	22.9%	17.2%	12.8%	15.6%	22.0%	27.1%	26.0%	20.6%	25.0%	26.2%
B11d2 Conduct and discipline processes-(confidence)	Yes	44.5%	44.2%	49.7%	44.0%	44.1%	48.0%	39.9%	46.6%	43.6%	42.8%	47.2%	50.0%	54.5%	50.0%	48.7%
	No	34.9%	29.7%	16.6%	30.1%	32.6%	22.9%	36.7%	36.7%	35.4%	27.0%	22.8%	18.9%	18.9%	16.7%	15.4%
	Don't know	20.6%	26.1%	33.7%	25.9%	23.3%	29.1%	23.4%	16.6%	21.0%	30.3%	30.0%	31.1%	26.5%	33.3%	35.9%
B11e1 Classification and classification review processes-(clearly documented)	Yes	51.0%	42.0%	42.6%	42.1%	45.8%	42.5%	41.9%	56.0%	47.9%	37.9%	41.6%	39.9%	45.2%	12.5%	43.9%
	No	10.0%	11.0%	4.2%	10.5%	11.0%	10.3%	10.9%	10.9%	11.4%	10.6%	8.0%	7.1%	6.5%	12.5%	9.8%
	Don't know	38.9%	47.0%	53.2%	47.4%	43.2%	47.2%	47.2%	33.1%	40.7%	51.6%	50.4%	53.1%	48.4%	75.0%	46.3%
B11e2 Classification and classification review processes-(confidence)	Yes	33.9%	27.6%	33.8%	30.1%	29.2%	29.6%	26.1%	36.9%	30.8%	25.3%	30.2%	29.8%	33.3%	0.0%	26.8%
	No	24.5%	20.5%	12.1%	19.5%	23.0%	18.6%	23.0%	25.6%	24.7%	17.6%	16.3%	13.1%	10.1%	16.7%	26.8%
	Don't know	41.6%	51.9%	54.0%	50.4%	47.8%	51.8%	50.9%	37.5%	44.5%	57.1%	53.4%	57.1%	56.5%	83.3%	46.3%
B11f1 Grievance resolution processes-(clearly documented)	Yes	77.3%	66.0%	48.1%	63.5%	72.5%	61.1%	71.8%	82.0%	74.2%	64.3%	57.9%	56.0%	60.9%	50.0%	63.4%
	No	6.6%	8.5%	4.2%	8.6%	7.8%	8.8%	8.2%	5.4%	7.6%	9.3%	7.9%	5.8%	5.8%	12.5%	12.2%
	Don't know	16.1%	25.5%	47.7%	27.9%	19.7%	30.1%	19.9%	12.6%	18.2%	26.4%	34.2%	38.2%	33.3%	37.5%	24.2%
B11f2 Grievance resolution processes-(confidence)	Yes	45.9%	38.3%	35.5%	40.9%	40.9%	39.4%	37.2%	50.9%	42.9%	34.6%	39.8%	34.9%	47.1%	16.7%	40.0%
	No	28.8%	26.2%	14.0%	23.5%	28.7%	21.6%	31.5%	28.1%	29.7%	24.4%	20.2%	18.0%	17.6%	16.7%	25.0%
	Don't know	25.3%	35.5%	50.5%	35.6%	30.4%	39.0%	31.2%	21.1%	27.4%	41.1%	40.0%	47.2%	35.3%	66.7%	35.0%
B11g1 Redeployment processes-(clearly documented)	Yes	51.0%	43.7%	30.7%	40.1%	48.5%	40.8%	44.7%	59.2%	50.2%	39.5%	38.2%	34.0%	36.9%	12.5%	35.7%
	No	10.3%	10.4%	4.7%	10.8%	10.5%	10.4%	10.7%	9.8%	11.0%	10.6%	8.7%	6.7%	4.5%	12.5%	14.3%
	Don't know	38.6%	46.0%	64.7%	49.1%	41.1%	48.8%	44.7%	31.0%	38.8%	49.9%	53.1%	59.2%	58.6%	75.0%	50.0%
B11g2 Redeployment processes-(confidence)	Yes	30.4%	26.3%	25.8%	25.7%	28.2%	27.3%	23.8%	36.1%	29.5%	22.6%	26.6%	22.2%	28.1%	0.0%	26.8%
	No	23.9%	20.3%	10.6%	19.8%	22.5%	16.9%	24.5%	24.1%	23.8%	17.8%	18.0%	15.5%	13.3%	16.7%	22.0%
	Don't know	45.8%	53.3%	63.6%	54.5%	49.3%	55.8%	51.8%	39.8%	46.7%	59.6%	55.5%	62.3%	58.5%	83.3%	51.2%



Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
<b>B12. Have you felt any Human Resource Management decision made in your agency in the past 12 months was not compliant with the Standards?</b>																
	Yes, and it was relevant to the Standards and I took action	5.7%	4.1%	1.9%	3.8%	5.0%	3.9%	5.0%	5.2%	5.2%	4.3%	3.4%	2.5%	1.9%	12.5%	2.4%
	Yes, and it was relevant to the Standards but I took no action	17.0%	13.5%	10.7%	14.5%	14.8%	12.2%	16.6%	15.0%	16.2%	12.3%	10.5%	9.4%	12.8%	0.0%	21.4%
	No	77.3%	82.4%	87.4%	81.7%	80.2%	83.8%	78.3%	79.8%	78.7%	83.4%	86.1%	88.1%	85.3%	87.5%	76.2%
<b>B13. If you commenced employment within your agency in the past 12 months, did you participate in an induction program?</b>																
	Yes	11.5%	12.2%	46.5%	20.8%	7.6%	17.5%	8.6%	7.8%	8.1%	6.6%	37.7%	21.3%	31.7%	12.5%	21.4%
	No	4.2%	6.4%	11.6%	7.9%	4.7%	7.8%	4.7%	3.5%	3.8%	3.7%	13.8%	16.4%	14.3%	25.0%	26.2%
	Does not apply	84.2%	81.5%	41.9%	71.3%	87.7%	74.7%	86.8%	88.7%	88.1%	89.7%	48.5%	62.3%	54.0%	62.5%	52.4%
<b>B14. If you have been employed in your agency for more than 12 months, have you participated in one or more performance development meetings with your supervisor in the past 12 months?</b>																
	Yes	60.0%	65.8%	49.5%	61.0%	65.2%	59.6%	69.1%	60.8%	66.3%	70.7%	48.5%	47.4%	39.3%	12.5%	42.9%
	No	27.5%	20.6%	9.2%	19.5%	24.6%	21.9%	21.0%	29.6%	25.0%	20.3%	16.3%	21.7%	16.6%	25.0%	28.6%
	Does not apply	12.5%	13.6%	41.3%	19.4%	10.1%	18.6%	9.9%	9.6%	8.7%	9.0%	35.2%	31.0%	44.2%	62.5%	28.6%
<b>B15. How often do you meet with your immediate supervisor, either formally or informally in a setting that allows for discussion about performance and development matters?</b>																
	Fortnightly or more frequently	35.0%	30.5%	42.2%	34.6%	30.7%	30.6%	30.5%	38.1%	33.0%	22.3%	43.0%	31.1%	30.7%	25.0%	31.0%
	Monthly	14.4%	17.8%	26.1%	19.5%	15.3%	16.6%	17.6%	14.3%	15.5%	17.9%	19.7%	19.5%	19.6%	37.5%	19.0%
	Six Monthly	21.9%	20.6%	18.3%	21.2%	21.1%	18.5%	23.5%	20.9%	21.4%	24.6%	17.3%	14.3%	12.9%	12.5%	9.5%
	Annually	12.9%	18.6%	5.5%	13.4%	18.3%	18.8%	16.8%	12.3%	16.2%	23.7%	7.2%	18.3%	14.7%	12.5%	14.3%
	Never	15.7%	12.5%	7.8%	11.4%	14.7%	15.6%	11.6%	14.5%	13.9%	11.5%	12.8%	16.8%	22.1%	12.5%	26.2%
<b>C1. Please indicate your level of agreement with the following statements.</b>																
C1a Confidential information in your workplace is only disclosed to appropriate people	Strongly agree	41.4%	44.0%	49.5%	39.0%	44.1%	46.4%	37.8%	47.8%	41.5%	43.3%	48.7%	50.2%	49.7%	75.0%	50.0%
	Moderately agree	27.0%	26.2%	26.4%	30.4%	25.3%	24.6%	28.0%	27.4%	26.7%	26.8%	27.8%	24.8%	17.2%	25.0%	23.8%
	Mildly agree	11.9%	10.1%	12.0%	11.1%	10.5%	9.1%	12.3%	10.2%	11.4%	9.0%	8.6%	9.8%	9.8%	0.0%	11.9%
	Neither agree nor disagree	4.9%	3.2%	0.5%	2.8%	4.2%	4.0%	3.9%	3.1%	3.9%	4.4%	2.0%	2.8%	6.7%	0.0%	2.4%
	Mildly disagree	4.9%	6.6%	5.1%	6.9%	5.8%	5.7%	7.4%	3.8%	6.1%	6.7%	4.9%	5.8%	4.3%	0.0%	9.5%
	Moderately disagree	3.2%	3.4%	0.5%	4.2%	3.1%	2.8%	3.9%	3.0%	3.5%	3.2%	2.9%	3.1%	1.8%	0.0%	0.0%
	Strongly disagree	4.0%	3.7%	3.2%	3.6%	3.9%	3.6%	4.4%	2.8%	4.4%	3.0%	2.4%	1.5%	3.7%	0.0%	2.4%
	Don't know or doesn't apply	2.9%	2.8%	2.8%	2.0%	3.1%	3.8%	2.4%	1.8%	2.6%	3.7%	2.8%	2.1%	6.7%	0.0%	0.0%
C1b Decisions about purchasing are influenced by favouritism, gifts or incentives	Strongly agree	2.8%	2.7%	5.1%	2.6%	2.7%	3.4%	2.3%	2.6%	2.7%	2.6%	3.1%	2.1%	5.5%	0.0%	2.4%
	Moderately agree	2.2%	2.3%	1.4%	2.9%	2.1%	2.5%	2.3%	1.8%	2.3%	1.7%	2.9%	3.0%	1.8%	0.0%	4.9%
	Mildly agree	3.4%	4.1%	6.0%	4.9%	3.4%	4.1%	4.5%	1.9%	3.6%	4.5%	4.6%	2.7%	3.7%	12.5%	4.9%
	Neither agree nor disagree	11.3%	11.5%	12.4%	12.3%	11.1%	12.4%	12.4%	7.1%	10.9%	12.0%	12.5%	10.6%	15.9%	12.5%	17.1%
	Mildly disagree	3.7%	4.3%	5.1%	5.4%	3.6%	4.2%	4.4%	2.8%	4.1%	4.8%	2.7%	3.0%	2.4%	0.0%	4.9%
	Moderately disagree	9.2%	8.8%	12.0%	11.3%	8.1%	7.7%	10.7%	7.7%	8.9%	9.3%	8.8%	11.6%	6.7%	12.5%	4.9%
	Strongly disagree	49.3%	48.0%	37.3%	42.7%	50.7%	43.1%	45.8%	65.2%	51.2%	44.5%	44.2%	43.5%	29.9%	62.5%	34.1%
	Don't know or doesn't apply	18.1%	18.3%	20.7%	17.9%	18.3%	22.6%	17.6%	10.8%	16.3%	20.7%	21.1%	23.4%	34.1%	0.0%	26.8%
C1c Your agency actively encourages ethical behaviour by all of its employees	Strongly agree	48.6%	51.5%	51.9%	46.4%	51.9%	53.4%	46.0%	54.9%	49.8%	50.8%	53.7%	54.2%	53.7%	87.5%	47.6%
	Moderately agree	23.7%	23.0%	24.5%	26.9%	22.0%	22.7%	24.6%	21.4%	23.0%	23.4%	24.0%	25.8%	20.1%	0.0%	23.8%
	Mildly agree	13.2%	11.6%	14.4%	13.7%	11.4%	10.3%	14.1%	11.2%	12.4%	11.4%	12.5%	8.8%	9.8%	12.5%	19.0%
	Neither agree nor disagree	6.3%	6.2%	4.6%	6.1%	6.4%	5.9%	6.7%	6.0%	6.4%	6.5%	5.5%	3.9%	8.5%	0.0%	4.8%
	Mildly disagree	2.9%	3.0%	1.4%	3.0%	3.0%	2.1%	3.8%	2.9%	3.2%	2.7%	2.1%	3.0%	3.0%	0.0%	2.4%
	Moderately disagree	1.7%	1.4%	0.5%	1.5%	1.5%	1.5%	1.6%	1.3%	1.7%	1.6%	0.6%	0.9%	1.2%	0.0%	0.0%
	Strongly disagree	2.4%	2.0%	0.5%	1.6%	2.4%	2.1%	2.3%	1.9%	2.5%	1.6%	0.8%	1.8%	3.7%	0.0%	2.4%
	Don't know or doesn't apply	1.2%	1.2%	2.3%	0.8%	1.3%	2.0%	0.9%	0.3%	1.0%	2.1%	0.8%	1.5%	0.0%	0.0%	0.0%

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
C1d Senior managers in your agency lead by example in ethical behaviour	Strongly agree	32.0%	38.0%	37.9%	33.4%	36.8%	39.4%	30.4%	41.4%	34.0%	36.7%	44.1%	45.1%	37.8%	37.5%	38.1%
	Moderately agree	24.6%	25.5%	29.4%	29.0%	23.7%	25.4%	25.9%	23.0%	24.8%	25.5%	26.7%	24.8%	26.2%	37.5%	21.4%
	Mildly agree	12.5%	11.6%	12.1%	13.6%	11.4%	10.5%	13.4%	11.5%	12.5%	11.4%	10.5%	10.7%	9.1%	0.0%	9.5%
	Neither agree nor disagree	9.1%	7.9%	9.8%	6.6%	8.9%	8.6%	9.4%	6.0%	8.4%	9.3%	7.0%	6.7%	11.0%	0.0%	7.1%
	Mildly disagree	6.0%	5.7%	3.7%	6.8%	5.6%	4.8%	7.2%	4.8%	6.3%	5.3%	4.1%	3.4%	6.7%	0.0%	9.5%
	Moderately disagree	5.5%	3.8%	1.4%	3.6%	4.7%	3.1%	5.0%	5.5%	5.1%	3.9%	1.7%	1.5%	0.6%	12.5%	2.4%
	Strongly disagree	6.5%	4.5%	2.3%	4.4%	5.5%	4.5%	5.8%	5.0%	5.9%	4.3%	2.5%	3.4%	3.7%	0.0%	7.1%
Don't know or doesn't apply	3.8%	2.9%	3.3%	2.6%	3.4%	3.7%	2.9%	2.8%	3.0%	3.6%	3.4%	4.3%	4.9%	12.5%	4.8%	
C1e Your immediate supervisor demonstrates honesty and integrity	Strongly agree	58.5%	59.2%	63.6%	57.3%	59.3%	59.2%	56.1%	64.6%	58.3%	57.5%	64.1%	65.0%	58.5%	75.0%	59.5%
	Moderately agree	19.1%	19.0%	18.9%	21.6%	18.2%	19.3%	19.9%	16.5%	18.8%	18.7%	20.7%	19.8%	19.5%	12.5%	14.3%
	Mildly agree	7.5%	7.2%	8.8%	8.2%	7.0%	7.2%	7.9%	6.3%	7.4%	8.1%	5.3%	6.1%	7.3%	0.0%	14.3%
	Neither agree nor disagree	5.3%	4.9%	3.2%	3.6%	5.5%	5.0%	5.8%	3.2%	5.4%	5.2%	3.6%	2.7%	4.9%	0.0%	7.1%
	Mildly disagree	2.3%	3.5%	3.2%	3.9%	2.9%	2.6%	3.9%	2.7%	2.9%	4.3%	2.8%	3.0%	2.4%	0.0%	0.0%
	Moderately disagree	2.4%	1.8%	0.9%	1.9%	2.2%	1.7%	2.5%	1.9%	2.3%	2.0%	1.3%	0.9%	1.2%	0.0%	0.0%
	Strongly disagree	2.9%	3.2%	1.4%	2.4%	3.3%	3.4%	2.9%	2.8%	3.4%	2.9%	1.3%	1.5%	3.0%	12.5%	2.4%
Don't know or doesn't apply	2.0%	1.1%	0.0%	1.0%	1.6%	1.6%	0.9%	1.9%	1.5%	1.2%	0.8%	0.9%	3.0%	0.0%	2.4%	
C1f Your agency promotes management practices and processes that create and sustain a culture of integrity	Strongly agree	32.6%	35.8%	38.6%	30.9%	35.8%	38.4%	29.5%	38.9%	33.7%	33.9%	38.7%	43.8%	40.5%	37.5%	39.0%
	Moderately agree	24.9%	27.3%	30.7%	30.0%	25.3%	26.4%	27.0%	25.7%	26.0%	27.8%	29.9%	24.6%	23.3%	25.0%	26.8%
	Mildly agree	13.9%	12.0%	9.3%	13.9%	12.3%	11.0%	14.2%	12.2%	12.7%	12.7%	11.7%	12.8%	11.0%	12.5%	7.3%
	Neither agree nor disagree	10.1%	9.1%	7.9%	9.0%	9.8%	9.7%	10.2%	7.6%	9.6%	10.8%	8.9%	4.9%	8.6%	0.0%	7.3%
	Mildly disagree	5.5%	5.2%	2.8%	5.2%	5.4%	3.7%	7.0%	4.6%	5.7%	4.6%	3.7%	5.5%	4.3%	0.0%	7.3%
	Moderately disagree	5.1%	3.5%	2.8%	4.1%	4.0%	2.7%	4.6%	5.2%	4.6%	3.9%	1.7%	2.1%	0.0%	0.0%	0.0%
	Strongly disagree	5.5%	4.1%	1.4%	4.1%	4.8%	3.7%	5.2%	4.9%	5.5%	3.0%	1.4%	2.4%	3.7%	12.5%	7.3%
Don't know or doesn't apply	2.4%	3.0%	6.5%	2.8%	2.7%	4.4%	2.2%	1.0%	2.2%	3.4%	4.1%	4.0%	8.6%	12.5%	4.9%	
C1g Your agency is committed to managing conflicts of interest and communicates relevant information to staff	Strongly agree	28.5%	29.1%	33.3%	27.0%	29.3%	31.8%	23.7%	34.4%	28.7%	26.6%	33.3%	33.4%	27.3%	50.0%	35.7%
	Moderately agree	24.3%	23.4%	30.1%	24.4%	23.3%	24.4%	22.9%	24.4%	23.4%	23.8%	27.5%	23.5%	19.3%	12.5%	19.0%
	Mildly agree	15.4%	14.3%	13.4%	16.5%	14.0%	13.8%	15.9%	13.3%	14.8%	15.1%	11.9%	14.6%	16.1%	12.5%	9.5%
	Neither agree nor disagree	10.1%	9.5%	5.6%	9.4%	10.0%	8.8%	11.3%	7.9%	9.7%	10.6%	8.6%	8.0%	8.1%	0.0%	9.5%
	Mildly disagree	6.4%	7.3%	5.1%	8.1%	6.8%	5.5%	8.9%	6.2%	7.4%	7.3%	5.9%	5.3%	5.0%	0.0%	4.8%
	Moderately disagree	4.8%	4.8%	2.8%	4.8%	4.8%	4.0%	5.4%	4.7%	5.2%	4.2%	3.0%	4.3%	3.7%	0.0%	4.8%
	Strongly disagree	5.9%	5.2%	2.8%	4.1%	6.0%	5.0%	6.0%	5.2%	5.9%	6.0%	2.0%	4.3%	5.6%	12.5%	4.8%
Don't know or doesn't apply	4.7%	6.4%	6.9%	5.7%	5.8%	6.8%	5.8%	3.9%	4.9%	6.4%	7.8%	6.5%	14.9%	12.5%	11.9%	
<b>C2. Please indicate your level of agreement with the following statements.</b>																
C2a You are treated with respect by your immediate supervisor	Strongly agree	59.3%	61.6%	68.2%	60.4%	60.6%	62.2%	57.6%	64.8%	59.3%	59.0%	68.7%	69.5%	68.7%	75.0%	59.5%
	Moderately agree	20.4%	20.2%	21.2%	21.9%	19.8%	20.0%	21.8%	17.4%	20.5%	21.7%	18.2%	17.8%	17.8%	0.0%	19.0%
	Mildly agree	8.2%	7.8%	4.1%	8.5%	7.9%	7.4%	9.0%	6.5%	8.1%	7.8%	6.7%	7.6%	5.5%	12.5%	11.9%
	Neither agree nor disagree	3.8%	2.4%	0.9%	2.0%	3.2%	2.7%	2.9%	3.3%	3.2%	2.9%	1.7%	0.9%	3.1%	0.0%	2.4%
	Mildly disagree	2.1%	3.0%	2.8%	2.4%	2.9%	2.7%	2.9%	2.5%	2.8%	3.3%	2.1%	1.8%	0.6%	0.0%	2.4%
	Moderately disagree	2.5%	2.1%	1.8%	1.8%	2.3%	1.6%	2.8%	1.9%	2.5%	2.3%	1.0%	1.2%	1.2%	0.0%	0.0%
	Strongly disagree	2.9%	2.8%	0.9%	2.4%	3.0%	2.8%	2.9%	2.6%	3.0%	2.8%	1.3%	1.2%	1.8%	12.5%	2.4%
Don't know or doesn't apply	0.8%	0.3%	0.0%	0.6%	0.4%	0.4%	0.2%	0.9%	0.5%	0.2%	0.3%	0.0%	1.2%	0.0%	2.4%	
C2b You are treated with respect by other employees in your agency	Strongly agree	44.6%	48.8%	47.9%	45.4%	48.0%	49.3%	44.2%	50.7%	45.3%	47.9%	53.0%	58.2%	59.5%	75.0%	45.2%
	Moderately agree	33.4%	30.7%	27.6%	32.6%	31.5%	29.8%	33.5%	31.1%	32.5%	32.7%	28.1%	24.8%	28.2%	0.0%	26.2%
	Mildly agree	11.3%	11.0%	12.4%	12.4%	10.6%	10.4%	12.3%	9.7%	11.6%	9.5%	10.8%	10.0%	4.9%	12.5%	21.4%
	Neither agree nor disagree	3.6%	2.6%	6.0%	2.4%	3.0%	3.4%	2.9%	2.0%	3.3%	2.8%	2.1%	1.5%	1.8%	0.0%	2.4%
	Mildly disagree	3.0%	3.6%	3.7%	3.9%	3.2%	3.4%	3.5%	3.2%	3.3%	4.0%	2.8%	3.0%	3.7%	0.0%	4.8%
	Moderately disagree	2.3%	1.8%	1.4%	1.9%	2.0%	2.1%	1.9%	2.1%	2.1%	1.7%	2.0%	1.8%	1.2%	12.5%	0.0%
	Strongly disagree	1.3%	1.3%	0.9%	1.3%	1.4%	1.4%	1.4%	1.1%	1.6%	1.1%	0.8%	0.6%	0.6%	0.0%	0.0%
Don't know or doesn't apply	0.4%	0.1%	0.0%	0.2%	0.3%	0.3%	0.3%	0.1%	0.2%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	



Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
C2c Your co-workers demonstrate honesty and integrity in the workplace	Strongly agree	46.7%	46.9%	47.2%	41.8%	48.5%	48.4%	43.3%	51.4%	45.0%	48.2%	50.7%	54.7%	57.1%	85.7%	54.8%
	Moderately agree	32.9%	31.8%	32.4%	34.9%	31.3%	30.5%	34.2%	31.0%	32.9%	31.5%	30.7%	27.7%	28.8%	14.3%	26.2%
	Mildly agree	9.9%	11.3%	12.0%	13.0%	10.2%	10.9%	11.9%	8.7%	11.4%	10.3%	10.8%	9.4%	4.9%	0.0%	9.5%
	Neither agree nor disagree	4.2%	3.3%	3.7%	2.9%	3.8%	3.4%	4.1%	2.9%	3.8%	3.2%	3.2%	2.7%	4.3%	0.0%	2.4%
	Mildly disagree	2.9%	3.5%	1.9%	4.1%	3.2%	3.1%	3.7%	3.0%	3.3%	3.9%	2.7%	3.3%	1.2%	0.0%	4.8%
	Moderately disagree	1.3%	1.6%	1.4%	1.5%	1.5%	1.4%	1.5%	1.7%	1.6%	1.5%	1.0%	1.5%	0.6%	0.0%	0.0%
	Strongly disagree	1.3%	1.0%	0.9%	1.4%	1.0%	1.4%	1.0%	0.8%	1.3%	0.8%	0.4%	0.0%	3.1%	0.0%	2.4%
	Don't know or doesn't apply	0.7%	0.5%	0.5%	0.4%	0.6%	0.8%	0.3%	0.5%	0.6%	0.6%	0.4%	0.6%	0.0%	0.0%	0.0%
C2d Employees in your workplace behave ethically, professionally and fairly when making decisions that affect their clients and customers	Strongly agree	45.6%	46.6%	47.9%	41.7%	47.7%	48.7%	42.8%	48.9%	43.8%	48.1%	51.0%	56.2%	62.6%	75.0%	39.0%
	Moderately agree	32.5%	31.4%	30.2%	34.2%	31.0%	30.1%	33.0%	32.3%	32.8%	31.5%	28.9%	27.4%	22.7%	25.0%	36.6%
	Mildly agree	10.1%	10.8%	12.1%	13.5%	9.6%	9.8%	11.8%	9.5%	11.3%	9.3%	11.3%	7.0%	4.3%	0.0%	14.6%
	Neither agree nor disagree	4.1%	4.2%	4.2%	3.7%	4.3%	4.3%	4.3%	3.6%	4.2%	4.3%	3.7%	4.0%	4.9%	0.0%	2.4%
	Mildly disagree	3.7%	3.2%	3.3%	3.4%	3.3%	2.5%	4.4%	2.7%	3.6%	3.1%	2.8%	3.3%	3.1%	0.0%	2.4%
	Moderately disagree	1.2%	1.3%	0.0%	1.2%	1.4%	1.4%	1.3%	1.4%	1.5%	1.5%	0.3%	0.6%	0.6%	0.0%	2.4%
	Strongly disagree	1.2%	0.9%	1.4%	1.0%	1.0%	1.1%	1.1%	0.7%	1.3%	0.5%	0.4%	0.3%	1.2%	0.0%	0.0%
	Don't know or doesn't apply	1.5%	1.5%	0.9%	1.3%	1.6%	2.1%	1.2%	0.9%	1.5%	1.7%	1.7%	1.2%	0.6%	0.0%	2.4%
C2e Employees in your workplace are committed to providing excellent customer service and make a positive difference to the community	Strongly agree	44.7%	49.8%	47.9%	43.3%	49.7%	51.7%	45.0%	47.6%	45.0%	54.0%	50.8%	57.0%	60.1%	57.1%	45.2%
	Moderately agree	30.9%	29.4%	32.6%	32.8%	28.8%	28.0%	31.0%	31.2%	31.0%	27.5%	29.0%	27.9%	24.5%	28.6%	35.7%
	Mildly agree	12.3%	10.9%	10.7%	13.5%	10.7%	9.7%	12.9%	11.5%	12.4%	9.9%	10.5%	7.0%	6.1%	14.3%	9.5%
	Neither agree nor disagree	5.0%	4.0%	4.2%	3.9%	4.5%	4.7%	4.1%	4.1%	4.6%	3.8%	4.5%	4.2%	3.1%	0.0%	0.0%
	Mildly disagree	2.8%	2.6%	2.8%	3.0%	2.5%	2.2%	3.1%	2.6%	3.0%	1.7%	2.0%	1.8%	3.1%	0.0%	7.1%
	Moderately disagree	1.6%	1.3%	0.9%	1.2%	1.5%	1.3%	1.6%	1.1%	1.5%	1.5%	1.0%	0.6%	1.2%	0.0%	0.0%
	Strongly disagree	1.4%	0.6%	0.9%	0.8%	0.9%	0.7%	1.0%	1.0%	1.2%	0.4%	0.3%	0.3%	0.6%	0.0%	0.0%
	Don't know or doesn't apply	1.3%	1.4%	0.0%	1.4%	1.5%	1.8%	1.3%	0.9%	1.3%	1.4%	2.0%	1.2%	1.2%	0.0%	2.4%
C2f People who report unethical behaviour in your workplace are protected from victimisation and harassment	Strongly agree	20.4%	21.0%	26.6%	19.1%	21.0%	23.0%	16.4%	25.8%	21.2%	18.3%	22.1%	19.3%	26.4%	25.0%	19.0%
	Moderately agree	14.3%	13.4%	17.0%	13.7%	13.5%	13.7%	12.5%	16.0%	13.8%	14.8%	11.6%	10.9%	12.9%	12.5%	11.9%
	Mildly agree	5.0%	6.3%	8.3%	7.0%	5.4%	5.6%	6.3%	5.3%	5.8%	6.0%	6.0%	4.5%	6.1%	0.0%	9.5%
	Neither agree nor disagree	12.2%	11.8%	8.3%	11.7%	12.3%	12.3%	12.9%	9.8%	12.3%	12.1%	10.6%	12.1%	9.8%	12.5%	9.5%
	Mildly disagree	5.3%	5.0%	2.3%	6.1%	4.8%	4.4%	5.9%	4.3%	5.4%	5.3%	3.9%	3.3%	3.1%	0.0%	2.4%
	Moderately disagree	3.7%	3.8%	0.9%	3.7%	3.8%	2.7%	4.8%	3.3%	4.0%	4.3%	1.4%	2.4%	2.5%	0.0%	2.4%
	Strongly disagree	6.6%	5.9%	2.3%	5.4%	6.5%	5.3%	6.9%	6.2%	6.9%	5.2%	3.4%	4.5%	7.4%	12.5%	4.8%
	Don't know or doesn't apply	32.5%	32.9%	34.4%	33.4%	32.6%	33.0%	34.3%	29.2%	30.6%	34.0%	41.0%	42.9%	31.9%	37.5%	40.5%
<b>C3. Please indicate if your agency has the following in place:</b>																
C3a Policies and procedures that assist employees in managing	Yes	73.0%	62.2%	67.0%	62.2%	66.8%	62.3%	63.7%	77.2%	69.0%	60.3%	60.3%	53.9%	65.0%	37.5%	47.6%
	No	2.7%	3.4%	1.4%	3.7%	3.1%	2.9%	3.3%	3.6%	3.6%	3.1%	1.8%	1.5%	1.8%	12.5%	0.0%
	Don't know	24.4%	34.4%	31.7%	34.2%	30.1%	34.7%	33.0%	19.2%	27.4%	36.6%	37.8%	44.5%	33.1%	50.0%	52.4%
C3b A policy and procedure regarding receiving and giving of gifts	Yes	76.9%	65.2%	68.4%	69.3%	68.9%	63.0%	67.6%	84.4%	73.2%	61.2%	64.8%	53.5%	61.3%	75.0%	47.6%
	No	2.3%	3.5%	1.4%	3.6%	3.1%	2.8%	3.9%	2.6%	3.3%	3.5%	1.4%	3.7%	2.5%	0.0%	0.0%
	Don't know	20.8%	31.4%	30.2%	27.1%	28.0%	34.2%	28.6%	13.0%	23.4%	35.3%	33.8%	42.8%	36.2%	25.0%	52.4%
C3c Policies and procedures for reporting unethical behaviour.	Yes	82.6%	75.0%	74.8%	76.2%	77.9%	73.7%	77.6%	84.7%	79.8%	73.1%	73.7%	69.0%	79.8%	75.0%	69.0%
	No	2.1%	3.0%	0.9%	2.9%	2.8%	2.7%	3.0%	2.4%	2.9%	3.3%	1.6%	1.8%	1.2%	0.0%	2.4%
	Don't know	15.3%	22.0%	24.3%	20.9%	19.3%	23.6%	19.4%	12.9%	17.3%	23.7%	24.7%	29.2%	19.0%	25.0%	28.6%
<b>C4. Have you been aware of an occurrence of unethical behaviour in your workplace in the past 12 months?</b>																
C4 Have you been aware of an occurrence of unethical behaviour in your workplace	0	0.0%	0.0%	0.5%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Yes	23.9%	22.8%	14.2%	24.1%	23.3%	19.7%	25.1%	26.1%	25.2%	21.9%	18.3%	13.4%	21.9%	12.5%	7.1%
	No	76.1%	77.1%	85.3%	75.9%	76.7%	80.2%	74.9%	73.8%	74.8%	78.1%	81.7%	86.6%	78.1%	87.5%	92.9%

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?							
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other	
<b>EPS question / response</b>																	
<b>C5. If you have been aware of unethical behaviour in your workplace, which broad category of conduct does it relate to and how often has it occurred?</b>																	
C5a. Communication and official information (e.g. unauthorised disclosure of information)	Not indicated	85.2%	83.9%	90.5%	84.9%	83.9%	85.7%	82.3%	85.9%	83.8%	82.4%	89.0%	91.9%	70.6%	87.5%	92.7%	
	Indicated	14.8%	16.1%	9.5%	15.1%	16.1%	14.3%	17.7%	14.1%	16.2%	17.6%	11.0%	8.1%	29.4%	12.5%	7.3%	
	Frequency:																
	1 to 3 occasions	30.7%	37.0%	41.2%	39.2%	33.7%	32.1%	36.9%	35.9%	36.3%	32.4%	29.9%	40.0%	41.7%	0.0%	33.3%	
	4 to 6 occasions	15.2%	9.9%	5.9%	14.1%	11.0%	9.6%	12.5%	13.0%	11.8%	11.0%	14.9%	10.0%	4.2%	0.0%	33.3%	
	7 to 10 occasions	1.9%	3.4%	5.9%	3.5%	2.7%	2.4%	3.0%	3.8%	3.4%	2.2%	1.5%	5.0%	0.0%	0.0%	0.0%	
More than 10 occasions	1.9%	6.3%	5.9%	4.7%	4.7%	6.9%	4.4%	2.2%	4.2%	6.0%	6.0%	5.0%	8.3%	0.0%	0.0%		
C5b. Conflicts of interest	Don't know	50.2%	43.3%	41.2%	37.9%	47.9%	48.9%	43.2%	45.1%	44.3%	48.4%	47.8%	40.0%	45.8%	100.0%	33.3%	
	Not indicated	83.9%	83.5%	90.5%	84.4%	83.1%	84.9%	82.1%	84.2%	83.1%	81.2%	89.5%	90.9%	70.3%	87.5%	90.2%	
	Indicated	16.1%	16.5%	9.5%	15.6%	16.9%	15.1%	17.9%	15.8%	16.9%	18.8%	10.5%	9.1%	29.7%	12.5%	9.8%	
	Frequency:																
	1 to 3 occasions	37.2%	37.8%	53.3%	37.6%	37.0%	37.7%	33.0%	47.2%	37.5%	37.4%	37.3%	29.2%	34.8%	0.0%	75.0%	
	4 to 6 occasions	11.3%	12.1%	0.0%	10.2%	12.6%	12.4%	11.1%	12.7%	11.5%	14.9%	4.5%	16.7%	21.7%	0.0%	0.0%	
7 to 10 occasions	3.8%	3.6%	13.3%	4.9%	3.0%	4.5%	4.0%	1.0%	2.5%	7.7%	1.5%	4.2%	8.7%	0.0%	0.0%		
More than 10 occasions	4.4%	5.7%	6.7%	4.5%	5.5%	6.2%	5.0%	4.1%	5.5%	3.1%	7.5%	8.3%	4.3%	0.0%	0.0%		
C5c. Fraudulent and corrupt behaviour	Don't know	43.3%	40.9%	26.7%	42.9%	41.9%	39.2%	46.8%	35.0%	42.9%	36.9%	49.3%	41.7%	30.4%	100.0%	25.0%	
	Not indicated	85.8%	86.1%	92.0%	87.0%	85.4%	87.1%	84.5%	87.1%	85.4%	84.6%	90.3%	92.5%	73.5%	87.5%	92.7%	
	Indicated	14.2%	13.9%	8.0%	13.0%	14.6%	12.9%	15.5%	12.9%	14.6%	15.4%	9.7%	7.5%	26.5%	12.5%	7.3%	
	Frequency:																
	1 to 3 occasions	25.7%	16.9%	20.0%	18.6%	20.7%	16.6%	19.1%	29.5%	22.2%	15.8%	21.9%	5.3%	4.5%	0.0%	33.3%	
	4 to 6 occasions	5.9%	3.7%	0.0%	3.3%	4.7%	3.8%	4.1%	5.7%	5.4%	1.8%	0.0%	0.0%	9.1%	0.0%	0.0%	
7 to 10 occasions	2.3%	1.3%	0.0%	3.3%	1.1%	2.2%	1.1%	1.7%	1.6%	2.4%	1.6%	0.0%	0.0%	0.0%	0.0%		
More than 10 occasions	3.9%	3.0%	6.7%	3.3%	3.1%	4.5%	2.5%	2.8%	3.6%	1.8%	3.1%	5.3%	4.5%	0.0%	0.0%		
C5d. Improper use of internet/email	Don't know	62.2%	75.1%	73.3%	71.4%	70.2%	72.8%	73.1%	60.2%	67.3%	78.2%	73.4%	89.5%	81.8%	100.0%	66.7%	
	Not indicated	85.1%	84.9%	89.5%	85.6%	84.6%	86.0%	83.8%	85.6%	84.6%	83.0%	89.0%	91.2%	70.3%	87.5%	95.1%	
	Indicated	14.9%	15.1%	10.5%	14.4%	15.4%	14.0%	16.2%	14.4%	15.4%	17.0%	11.0%	8.8%	29.7%	12.5%	4.9%	
	Frequency:																
	1 to 3 occasions	24.1%	21.1%	35.0%	24.1%	21.3%	18.8%	21.2%	30.5%	22.4%	20.1%	28.0%	23.8%	16.0%	0.0%	50.0%	
	4 to 6 occasions	7.9%	4.7%	0.0%	5.9%	5.8%	5.4%	6.0%	5.6%	6.3%	5.0%	2.7%	4.8%	8.0%	0.0%	0.0%	
7 to 10 occasions	2.5%	2.0%	0.0%	1.8%	2.5%	3.0%	1.8%	2.0%	2.1%	3.4%	0.0%	0.0%	4.0%	0.0%	0.0%		
More than 10 occasions	9.5%	14.0%	10.0%	17.7%	10.7%	13.7%	12.0%	10.7%	12.5%	12.3%	10.7%	19.0%	8.0%	0.0%	0.0%		
C5e. Personal behaviour (e.g. inappropriate language, misuse of drugs or alcohol, disrespectful)	Don't know	55.9%	58.1%	55.0%	50.5%	59.6%	59.2%	58.9%	51.3%	56.6%	59.2%	58.7%	52.4%	64.0%	100.0%	50.0%	
	Not indicated	80.5%	80.3%	87.0%	80.3%	80.2%	82.8%	78.6%	79.8%	79.3%	79.6%	86.0%	89.0%	66.0%	87.5%	95.1%	
	Indicated	19.5%	19.7%	13.0%	19.7%	19.8%	17.2%	21.4%	20.2%	20.7%	20.4%	14.0%	11.0%	34.0%	12.5%	4.9%	
	Frequency:																
	1 to 3 occasions	43.5%	33.8%	52.0%	39.5%	35.7%	32.2%	37.3%	43.6%	38.7%	34.7%	33.0%	21.4%	36.7%	0.0%	0.0%	
	4 to 6 occasions	16.4%	15.7%	24.0%	14.3%	16.4%	14.8%	16.7%	16.7%	16.5%	14.2%	15.4%	17.9%	16.7%	0.0%	50.0%	
7 to 10 occasions	4.7%	6.4%	8.0%	4.7%	6.1%	5.3%	5.9%	6.4%	5.6%	6.4%	4.4%	7.1%	13.3%	0.0%	0.0%		
More than 10 occasions	16.2%	18.1%	8.0%	20.6%	16.8%	20.8%	16.0%	15.9%	17.3%	16.4%	19.8%	32.1%	13.3%	0.0%	0.0%		
C5f. Record keeping and use of information	Don't know	19.2%	25.9%	8.0%	20.9%	24.9%	26.9%	24.1%	17.4%	21.9%	28.3%	27.5%	21.4%	20.0%	100.0%	50.0%	
	Not indicated	86.8%	86.2%	92.0%	87.1%	85.9%	87.0%	84.9%	88.3%	86.1%	84.3%	90.0%	91.9%	73.5%	87.5%	95.1%	
	Indicated	13.2%	13.8%	8.0%	12.9%	14.1%	13.0%	15.1%	11.7%	13.9%	15.7%	10.0%	8.1%	26.5%	12.5%	4.9%	
	Frequency:																
	1 to 3 occasions	19.0%	15.1%	0.0%	18.5%	15.9%	15.1%	15.0%	21.6%	16.9%	14.0%	22.1%	10.5%	4.8%	0.0%	0.0%	
	4 to 6 occasions	6.2%	4.7%	13.3%	5.4%	4.9%	5.0%	5.0%	5.6%	4.7%	4.7%	4.4%	15.8%	9.5%	0.0%	50.0%	
7 to 10 occasions	2.4%	1.3%	6.7%	2.0%	1.5%	1.6%	1.7%	1.9%	1.6%	1.7%	1.5%	1.7%	0.0%	0.0%	0.0%		
More than 10 occasions	5.2%	6.2%	0.0%	7.3%	5.4%	5.7%	6.9%	3.1%	5.7%	6.4%	4.4%	10.5%	4.8%	0.0%	0.0%		
Don't know	67.1%	72.7%	80.0%	66.8%	72.4%	72.6%	71.4%	67.9%	71.0%	73.3%	67.6%	57.9%	81.0%	100.0%	50.0%		

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
C5g. Theft (e.g. stationery, computers)	Not indicated	87.6%	87.4%	91.0%	88.5%	87.0%	87.7%	86.2%	89.5%	87.3%	84.9%	91.3%	93.2%	73.0%	87.5%	97.6%
	Indicated	12.4%	12.6%	9.0%	11.5%	13.0%	12.3%	13.8%	10.5%	12.7%	15.1%	8.7%	6.8%	27.0%	12.5%	2.4%
	Frequency:															
	1 to 3 occasions	12.5%	9.5%	16.7%	12.2%	10.0%	11.6%	8.2%	15.2%	11.2%	9.1%	6.6%	5.6%	20.8%	0.0%	0.0%
	4 to 6 occasions	3.5%	3.1%	5.6%	2.7%	3.4%	2.0%	3.2%	6.0%	3.6%	2.4%	1.6%	5.6%	4.2%	0.0%	0.0%
	7 to 10 occasions	1.4%	0.7%	0.0%	1.1%	1.1%	1.0%	1.2%	0.7%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
C5h. Use of public resources (e.g. vehicles, computers)	More than 10 occasions	1.4%	3.4%	0.0%	3.2%	2.6%	4.0%	2.0%	2.0%	2.6%	3.6%	0.0%	5.6%	4.2%	0.0%	0.0%
	Don't know	81.2%	83.3%	77.8%	80.9%	82.9%	81.5%	85.3%	76.2%	81.2%	84.8%	91.8%	83.3%	70.8%	100.0%	100.0%
	Not indicated	86.3%	86.7%	92.0%	87.8%	85.9%	87.3%	85.5%	87.1%	86.3%	84.3%	89.6%	93.2%	73.5%	87.5%	97.6%
	Indicated	13.7%	13.3%	8.0%	12.2%	14.1%	12.7%	14.5%	12.9%	13.7%	15.7%	10.4%	6.8%	26.5%	12.5%	2.4%
	Frequency:															
	1 to 3 occasions	23.1%	11.6%	18.8%	11.9%	16.6%	12.6%	13.8%	24.9%	16.9%	11.4%	19.2%	0.0%	9.1%	0.0%	50.0%
C6 If you have been aware of an occurrence of unethical behaviour in your workplace, did you report it?	4 to 6 occasions	3.9%	4.0%	6.3%	3.1%	4.2%	4.5%	2.4%	6.8%	4.4%	3.0%	5.5%	0.0%	0.0%	0.0%	0.0%
	7 to 10 occasions	2.6%	1.7%	0.0%	3.6%	1.6%	1.9%	1.5%	3.4%	2.1%	0.0%	2.7%	6.3%	9.1%	0.0%	0.0%
	More than 10 occasions	5.9%	4.2%	0.0%	4.6%	4.8%	5.2%	4.9%	3.4%	5.2%	4.2%	0.0%	12.5%	0.0%	0.0%	0.0%
	Don't know	64.5%	78.5%	75.0%	76.8%	72.8%	75.7%	77.4%	61.6%	71.3%	81.4%	72.6%	81.3%	81.8%	100.0%	50.0%
	Always	25.5%	21.5%	9.4%	18.2%	25.0%	16.3%	20.1%	40.0%	25.6%	15.1%	22.8%	19.0%	8.1%	0.0%	0.0%
C7 During the past 12 months how often have you been subjected to bullying or harassment in your workplace?	Sometimes	32.4%	37.2%	40.6%	36.6%	35.0%	38.2%	35.6%	31.0%	34.5%	38.1%	31.5%	47.6%	48.6%	0.0%	50.0%
	Never	25.4%	24.6%	28.1%	27.8%	23.6%	26.4%	27.4%	16.4%	24.4%	26.5%	25.2%	21.4%	24.3%	0.0%	25.0%
	Does not apply	16.7%	16.7%	21.9%	17.5%	16.4%	19.1%	16.9%	12.6%	15.6%	20.3%	20.5%	11.9%	18.9%	100.0%	25.0%
	1 to 3 occasions	16.7%	19.9%	16.1%	18.6%	19.1%	17.0%	21.5%	17.2%	19.6%	18.9%	16.0%	14.9%	19.8%	12.5%	17.1%
	4 to 6 occasions	4.2%	5.6%	5.5%	4.7%	5.3%	4.9%	5.6%	4.8%	5.3%	5.7%	3.7%	4.0%	4.9%	0.0%	9.8%
C8 Are you familiar with the WA Public Sector Code of Ethics?	7 to 10 occasions	1.5%	1.7%	2.3%	1.8%	1.6%	1.3%	1.9%	1.6%	1.8%	1.4%	1.8%	0.9%	1.2%	0.0%	0.0%
	More than 10 occasions	2.9%	3.3%	1.4%	3.1%	3.2%	3.7%	3.0%	2.3%	3.7%	2.6%	1.7%	1.8%	1.9%	0.0%	2.4%
	Never	67.4%	62.3%	66.5%	64.5%	63.5%	65.5%	60.3%	68.3%	62.2%	64.7%	69.8%	70.7%	66.7%	87.5%	63.4%
	Not sure	7.3%	7.2%	8.3%	7.2%	7.3%	7.6%	7.7%	5.8%	7.5%	6.8%	7.0%	7.6%	5.6%	0.0%	7.3%
	Yes	72.8%	69.1%	63.6%	67.3%	71.5%	63.7%	70.5%	83.5%	73.6%	64.4%	66.5%	57.1%	69.8%	25.0%	52.4%
C9 Are you familiar with your agency's Code of Conduct?	No	27.2%	30.9%	36.4%	32.7%	28.5%	36.3%	29.5%	16.5%	26.4%	35.6%	33.5%	42.9%	30.2%	75.0%	47.6%
	Yes	85.0%	83.7%	83.9%	81.7%	84.9%	80.6%	84.7%	90.2%	87.0%	79.9%	80.2%	73.4%	76.4%	37.5%	73.8%
D1 Are you aware of the Public Interest Disclosure Act 2003 (the PID Act) and how to make a disclosure?	No	15.0%	16.3%	16.1%	18.3%	15.1%	19.4%	15.3%	9.8%	13.0%	20.1%	19.8%	26.6%	23.6%	62.5%	26.2%
	Yes	27.9%	23.8%	13.2%	20.6%	27.0%	18.8%	25.2%	37.9%	28.4%	17.6%	23.4%	16.0%	18.4%	12.5%	14.3%
	No, but know where to find out	38.0%	34.8%	38.8%	37.0%	35.4%	35.6%	34.9%	38.5%	35.9%	35.7%	35.2%	32.9%	37.4%	25.0%	42.9%
D2 Would you use the PID Act to make a disclosure to the proper authority if you were aware of improper conduct in your workplace?	No	34.1%	41.4%	47.9%	42.5%	37.6%	45.6%	39.9%	23.6%	35.7%	46.8%	41.5%	51.1%	44.2%	62.5%	42.9%
	Always	33.9%	28.4%	19.6%	23.4%	32.9%	28.1%	28.3%	39.1%	32.0%	26.1%	29.6%	25.4%	27.6%	12.5%	28.6%
	Sometimes	19.1%	17.6%	20.5%	20.3%	17.3%	15.2%	20.5%	18.5%	18.3%	16.9%	17.7%	19.6%	17.2%	0.0%	33.3%
	Never	5.1%	3.4%	3.2%	4.3%	3.8%	3.2%	4.4%	4.2%	4.5%	2.3%	3.4%	3.9%	3.7%	0.0%	0.0%
D3. If you made a public interest disclosure under the PID Act, how often are you confident that:	Don't know	41.9%	50.6%	56.6%	52.0%	46.0%	53.4%	46.7%	38.1%	45.3%	54.6%	49.4%	51.1%	51.5%	87.5%	38.1%
	D3a Your rights would be protected															
	Always	21.9%	20.0%	30.2%	20.0%	20.4%	22.5%	16.9%	24.9%	20.8%	17.9%	24.1%	18.9%	28.0%	0.0%	23.8%
	Sometimes	19.7%	18.8%	14.9%	21.9%	18.3%	15.4%	20.7%	23.1%	20.4%	16.4%	16.1%	18.9%	16.1%	12.5%	14.3%
D3b Your rights would not be protected	Never	10.8%	7.6%	3.3%	7.4%	9.2%	6.8%	10.0%	9.2%	9.7%	7.8%	4.4%	4.7%	5.6%	12.5%	9.5%
	Don't know	47.6%	53.6%	51.6%	50.6%	52.1%	55.2%	52.4%	42.8%	49.2%	57.8%	55.3%	57.5%	50.3%	75.0%	52.4%

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
D3b Your agency PID Officer would adequately investigate the matter	Always	24.8%	21.3%	28.8%	20.8%	22.7%	23.3%	18.7%	28.8%	22.9%	19.2%	25.3%	20.6%	25.9%	0.0%	26.2%
	Sometimes	15.9%	16.6%	15.3%	16.9%	16.3%	13.9%	17.6%	18.9%	17.7%	14.1%	13.3%	15.6%	15.4%	12.5%	9.5%
	Never	6.9%	4.5%	1.9%	4.9%	5.5%	4.3%	6.1%	5.1%	6.1%	4.2%	2.3%	2.5%	4.3%	12.5%	2.4%
	Don't know	52.5%	57.6%	54.0%	57.3%	55.6%	58.4%	57.5%	47.1%	53.3%	62.5%	59.1%	61.3%	54.3%	75.0%	61.9%
D3c A Proper Authority (for example your own agency, Public Sector Commission, Ombudsman, Corruption	Always	25.7%	22.0%	27.6%	21.0%	23.8%	23.6%	19.7%	30.2%	23.8%	19.8%	25.2%	20.3%	31.5%	0.0%	23.8%
	Sometimes	18.7%	16.8%	15.4%	18.2%	17.3%	14.4%	18.7%	21.0%	18.9%	14.6%	14.2%	17.8%	13.0%	0.0%	7.1%
	Never	5.9%	3.8%	2.3%	3.7%	4.8%	3.4%	5.3%	4.5%	5.4%	3.0%	1.7%	1.9%	3.1%	12.5%	7.1%
	Don't know	49.6%	57.4%	54.7%	57.2%	54.2%	58.6%	56.3%	44.2%	51.9%	62.6%	58.8%	60.0%	52.5%	87.5%	61.9%
<b>E1. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																
E1a Your workplace culture supports people to achieve a suitable work/life balance	Strongly agree	29.3%	31.2%	47.7%	32.6%	29.1%	37.7%	24.8%	28.3%	28.1%	32.2%	38.1%	39.4%	41.4%	25.0%	32.6%
	Moderately agree	29.9%	28.8%	23.9%	28.3%	29.8%	29.1%	28.9%	30.5%	29.4%	29.6%	29.5%	25.8%	29.6%	0.0%	30.2%
	Mildly agree	16.4%	16.1%	11.9%	17.1%	16.0%	14.7%	17.0%	17.4%	16.5%	16.5%	14.5%	12.7%	12.3%	25.0%	14.0%
	Neither agree nor disagree	6.3%	5.6%	4.6%	3.7%	6.5%	5.5%	6.3%	5.3%	6.0%	5.2%	4.5%	6.1%	6.2%	37.5%	7.0%
	Mildly disagree	6.1%	6.4%	5.0%	6.9%	6.2%	4.5%	7.9%	6.4%	6.2%	6.7%	4.6%	6.4%	4.9%	12.5%	11.6%
	Moderately disagree	5.6%	5.2%	3.7%	5.2%	5.5%	3.2%	7.0%	6.3%	5.8%	5.1%	4.4%	4.5%	1.9%	0.0%	2.3%
	Strongly disagree	5.6%	5.6%	3.2%	5.7%	5.6%	3.4%	7.6%	5.5%	6.5%	4.5%	3.9%	2.7%	1.9%	0.0%	2.3%
Don't know or doesn't apply	0.8%	1.2%	0.0%	0.4%	1.3%	1.8%	0.6%	0.4%	0.9%	1.3%	0.6%	2.4%	1.9%	0.0%	0.0%	
E1b Taking up flexible work options and leave arrangements would limit your career in your agency	Strongly agree	12.3%	11.8%	11.9%	15.0%	10.9%	10.2%	13.0%	12.8%	12.6%	10.2%	10.4%	10.3%	14.2%	25.0%	9.3%
	Moderately agree	15.4%	14.3%	11.9%	15.5%	14.6%	12.9%	15.3%	17.0%	15.7%	12.3%	15.1%	10.3%	13.6%	12.5%	16.3%
	Mildly agree	14.1%	13.6%	13.2%	15.9%	13.2%	12.0%	14.6%	16.0%	14.3%	12.4%	14.2%	13.1%	11.1%	12.5%	9.3%
	Neither agree nor disagree	15.4%	14.2%	15.1%	12.7%	15.1%	16.8%	13.8%	11.5%	14.5%	14.5%	14.2%	13.4%	18.5%	12.5%	14.0%
	Mildly disagree	7.5%	8.9%	11.9%	9.3%	8.0%	8.5%	8.6%	7.8%	9.3%	7.6%	8.2%	8.2%	7.4%	0.0%	7.0%
	Moderately disagree	14.4%	11.9%	17.8%	11.9%	12.8%	11.4%	12.4%	16.1%	12.6%	13.4%	10.9%	17.3%	9.9%	12.5%	11.6%
	Strongly disagree	11.0%	13.9%	9.1%	12.5%	13.1%	14.3%	11.7%	12.5%	11.7%	15.5%	14.2%	17.0%	9.3%	12.5%	20.9%
Don't know or doesn't apply	10.0%	11.6%	9.1%	7.3%	12.4%	10.6%	6.3%	10.2%	12.3%	13.8%	10.3%	16.0%	12.5%	12.5%	11.6%	
E1c Your agency's policies support the use of flexible work options and leave arrangements and provide relevant information to staff	Strongly agree	23.0%	23.0%	33.6%	23.9%	22.1%	26.3%	18.9%	24.6%	21.9%	22.3%	28.2%	27.1%	27.8%	0.0%	32.6%
	Moderately agree	27.3%	24.9%	26.3%	26.7%	25.4%	24.8%	24.9%	29.7%	25.7%	26.7%	25.6%	25.5%	23.5%	25.0%	18.6%
	Mildly agree	18.4%	16.5%	13.4%	18.3%	16.9%	14.9%	18.0%	19.7%	17.6%	17.0%	16.0%	14.3%	11.7%	50.0%	16.3%
	Neither agree nor disagree	10.3%	10.0%	10.6%	7.9%	10.8%	11.1%	10.0%	8.3%	10.1%	10.0%	9.7%	10.3%	14.2%	0.0%	9.3%
	Mildly disagree	5.4%	7.2%	5.1%	7.1%	6.5%	6.1%	8.0%	4.8%	6.7%	6.7%	5.8%	7.0%	6.2%	12.5%	7.0%
	Moderately disagree	4.1%	4.7%	1.4%	4.3%	4.8%	3.2%	5.8%	4.7%	5.0%	4.8%	2.5%	3.3%	1.9%	0.0%	4.7%
	Strongly disagree	5.7%	5.3%	3.7%	6.0%	5.3%	4.3%	6.7%	4.7%	6.1%	4.2%	4.2%	4.0%	1.2%	0.0%	2.3%
Don't know or doesn't apply	5.9%	8.3%	6.0%	5.7%	8.2%	9.4%	7.6%	3.5%	6.9%	8.3%	8.0%	8.5%	13.6%	12.5%	9.3%	
E1d Your immediate supervisor supports the use of flexible work options and leave arrangements and accommodates the needs of employees	Strongly agree	33.1%	36.2%	44.5%	38.0%	33.7%	39.1%	31.5%	34.6%	32.8%	39.2%	38.9%	40.2%	40.1%	37.5%	45.2%
	Moderately agree	25.5%	23.2%	28.0%	23.8%	23.9%	24.1%	22.7%	26.7%	23.9%	23.9%	23.8%	25.9%	24.1%	25.0%	28.6%
	Mildly agree	12.7%	12.8%	11.5%	13.0%	12.7%	10.5%	14.4%	13.8%	13.0%	12.4%	11.3%	12.2%	11.1%	12.5%	14.3%
	Neither agree nor disagree	9.4%	7.2%	6.0%	6.5%	8.5%	7.4%	8.7%	7.5%	8.5%	6.4%	7.6%	7.3%	7.4%	12.5%	4.8%
	Mildly disagree	3.4%	4.9%	2.8%	4.5%	4.4%	3.8%	4.9%	4.6%	4.9%	3.6%	4.2%	1.8%	3.7%	0.0%	0.0%
	Moderately disagree	3.0%	3.6%	2.8%	3.4%	3.5%	3.1%	3.9%	3.2%	3.6%	4.1%	2.3%	2.1%	1.9%	0.0%	2.4%
	Strongly disagree	4.3%	4.2%	1.4%	4.0%	4.5%	4.1%	5.0%	3.1%	4.7%	3.9%	3.1%	3.0%	3.1%	0.0%	4.8%
Don't know or doesn't apply	8.6%	7.9%	3.2%	6.7%	8.8%	7.9%	9.0%	6.6%	8.6%	6.6%	8.9%	7.3%	8.6%	12.5%	0.0%	
<b>E2. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																
E2a Your agency has supported you in feeling confident in working with people from different diversity groups	Strongly agree	29.2%	37.0%	43.1%	32.2%	34.7%	38.5%	31.5%	32.0%	32.6%	34.9%	38.3%	44.7%	42.0%	25.0%	51.2%
	Moderately agree	28.9%	28.2%	28.4%	31.4%	27.5%	28.3%	27.8%	30.3%	28.2%	29.4%	29.2%	26.6%	27.8%	12.5%	16.3%
	Mildly agree	14.6%	13.6%	12.8%	14.5%	13.8%	11.5%	15.8%	14.9%	14.4%	12.1%	10.3%	7.4%	7.4%	12.5%	7.0%
	Neither agree nor disagree	14.0%	11.7%	6.4%	11.7%	12.9%	11.8%	13.3%	11.9%	13.2%	11.2%	10.7%	11.5%	9.3%	25.0%	16.3%
	Mildly disagree	3.1%	2.5%	3.2%	2.5%	2.7%	1.9%	3.4%	2.7%	2.9%	2.8%	1.7%	1.8%	2.5%	0.0%	2.3%
	Moderately disagree	2.4%	1.2%	1.4%	1.2%	1.7%	1.2%	1.7%	1.9%	1.7%	1.1%	1.5%	1.2%	1.2%	0.0%	4.7%
	Strongly disagree	2.6%	1.4%	0.5%	1.6%	1.9%	1.3%	2.2%	2.0%	2.2%	1.0%	1.0%	1.2%	1.9%	12.5%	0.0%
Don't know or doesn't apply	5.4%	4.5%	4.1%	4.8%	4.8%	5.5%	4.4%	4.2%	4.6%	5.1%	5.5%	2.7%	8.0%	12.5%	2.3%	

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
E2b Your agency is committed to creating a diverse workforce	Strongly agree	31.6%	34.9%	44.5%	32.4%	33.7%	37.3%	30.4%	33.5%	33.3%	31.1%	38.6%	37.8%	42.0%	25.0%	41.9%
	Moderately agree	27.3%	26.5%	25.7%	29.0%	26.1%	26.6%	26.1%	28.6%	26.4%	26.7%	28.6%	29.0%	22.8%	12.5%	23.3%
	Mildly agree	15.6%	15.0%	14.2%	16.3%	14.9%	13.3%	16.5%	16.2%	16.0%	14.9%	13.4%	13.0%	8.0%	12.5%	9.3%
	Neither agree nor disagree	13.6%	12.6%	8.3%	11.0%	13.8%	12.2%	14.1%	11.8%	13.1%	15.1%	8.6%	10.6%	11.7%	37.5%	11.6%
	Mildly disagree	2.4%	2.2%	0.5%	2.9%	2.1%	1.7%	2.8%	2.3%	2.3%	2.0%	2.8%	2.1%	1.2%	0.0%	0.0%
	Moderately disagree	1.5%	1.3%	0.5%	1.1%	1.5%	0.9%	1.6%	1.9%	1.4%	1.4%	1.1%	1.2%	1.2%	0.0%	0.0%
	Strongly disagree	1.8%	1.2%	0.5%	1.3%	1.4%	1.0%	1.7%	1.4%	1.6%	0.8%	0.6%	0.6%	2.5%	0.0%	4.7%
Don't know or doesn't apply	6.3%	6.3%	6.0%	6.0%	6.5%	7.0%	6.7%	4.2%	5.8%	8.0%	6.3%	5.7%	10.5%	12.5%	9.3%	
E2c Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in your workplace	Strongly agree	5.1%	5.6%	6.0%	6.7%	5.1%	5.5%	5.6%	5.1%	5.3%	5.4%	7.5%	4.2%	6.1%	0.0%	2.4%
	Moderately agree	5.0%	4.9%	4.1%	5.7%	4.7%	4.5%	5.9%	3.7%	5.5%	4.2%	3.1%	3.6%	5.5%	0.0%	7.1%
	Mildly agree	6.7%	6.1%	5.5%	6.6%	6.2%	5.2%	7.5%	5.8%	6.5%	6.0%	5.2%	6.7%	5.5%	0.0%	9.5%
	Neither agree nor disagree	8.3%	6.7%	5.0%	7.3%	7.3%	7.5%	7.6%	5.8%	7.5%	7.2%	7.0%	5.2%	4.3%	25.0%	2.4%
	Mildly disagree	6.5%	5.3%	6.0%	7.6%	5.1%	4.8%	6.5%	5.8%	5.9%	5.7%	5.3%	5.5%	1.2%	25.0%	4.8%
	Moderately disagree	15.1%	12.2%	13.3%	14.5%	12.6%	11.0%	14.4%	14.7%	13.5%	13.5%	11.4%	12.4%	8.6%	0.0%	4.8%
	Strongly disagree	50.8%	56.1%	57.8%	48.8%	56.0%	57.4%	50.2%	57.4%	52.9%	55.4%	57.5%	60.9%	63.8%	50.0%	61.9%
Don't know or doesn't apply	2.4%	3.1%	2.3%	2.7%	3.0%	4.2%	2.3%	1.6%	2.9%	2.7%	3.0%	1.5%	4.9%	0.0%	7.1%	
E2d Staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in your workplace	Strongly agree	5.0%	5.3%	5.9%	6.6%	4.7%	5.1%	5.4%	4.9%	5.0%	5.1%	6.2%	5.5%	4.3%	0.0%	2.3%
	Moderately agree	2.0%	2.3%	3.2%	2.9%	2.0%	2.2%	2.4%	1.8%	2.2%	1.6%	2.7%	2.1%	3.7%	0.0%	4.7%
	Mildly agree	2.2%	2.5%	1.8%	2.9%	2.2%	1.8%	3.0%	2.1%	2.6%	2.1%	1.5%	2.7%	1.2%	0.0%	0.0%
	Neither agree nor disagree	5.1%	4.9%	3.7%	5.0%	5.0%	5.2%	5.4%	3.5%	5.2%	4.7%	4.3%	3.3%	5.6%	12.5%	4.7%
	Mildly disagree	3.7%	3.2%	3.7%	4.3%	3.1%	2.6%	4.2%	3.2%	3.6%	3.7%	2.8%	1.8%	0.0%	0.0%	4.7%
	Moderately disagree	11.4%	8.4%	7.3%	11.6%	8.7%	8.2%	10.2%	9.6%	9.7%	9.4%	7.0%	10.9%	4.9%	12.5%	2.3%
	Strongly disagree	67.0%	69.4%	71.7%	63.4%	70.2%	69.3%	66.3%	72.5%	67.8%	69.3%	71.1%	70.2%	73.5%	75.0%	76.7%
Don't know or doesn't apply	3.6%	4.1%	2.7%	3.3%	4.2%	5.6%	3.1%	2.4%	3.8%	4.2%	4.3%	3.3%	6.8%	0.0%	4.7%	
E2e Unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in your workplace	Strongly agree	2.0%	2.4%	2.3%	2.6%	2.2%	2.6%	2.2%	1.9%	2.2%	2.1%	3.0%	2.1%	3.7%	0.0%	0.0%
	Moderately agree	2.1%	1.7%	3.2%	2.0%	1.8%	2.0%	1.9%	1.6%	2.1%	1.2%	1.8%	0.6%	2.5%	0.0%	0.0%
	Mildly agree	4.3%	4.2%	3.7%	4.5%	4.1%	3.2%	5.1%	4.1%	4.8%	3.1%	2.3%	4.0%	3.1%	12.5%	7.0%
	Neither agree nor disagree	6.9%	5.2%	2.7%	6.1%	5.7%	5.9%	6.3%	4.1%	6.2%	5.2%	5.1%	3.7%	4.9%	12.5%	0.0%
	Mildly disagree	2.9%	2.3%	4.6%	3.3%	2.2%	2.1%	2.9%	2.6%	2.7%	2.3%	3.0%	1.2%	1.2%	0.0%	0.0%
	Moderately disagree	10.5%	7.2%	6.8%	9.0%	8.1%	6.7%	9.0%	10.1%	8.5%	7.9%	7.7%	9.2%	4.3%	12.5%	14.0%
	Strongly disagree	58.6%	66.2%	71.2%	62.0%	63.9%	65.2%	61.8%	64.7%	61.9%	67.6%	65.8%	69.3%	66.3%	50.0%	69.8%
Don't know or doesn't apply	12.7%	10.8%	5.5%	10.5%	12.0%	12.4%	10.8%	10.9%	11.6%	10.6%	11.4%	9.8%	14.1%	12.5%	9.3%	
<b>E3. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																
E3 Your workplace culture is equally welcoming of people from all diversity groups	Strongly agree	44.4%	52.1%	58.3%	47.2%	50.0%	54.9%	46.0%	46.4%	48.0%	50.7%	54.1%	54.6%	57.4%	62.5%	55.8%
	Moderately agree	29.7%	26.1%	28.9%	29.6%	26.5%	24.9%	28.4%	29.9%	27.6%	27.5%	26.2%	26.2%	22.8%	0.0%	25.6%
	Mildly agree	11.6%	10.3%	5.5%	11.5%	10.7%	8.5%	12.3%	11.8%	11.5%	9.8%	8.6%	9.1%	6.8%	37.5%	11.6%
	Neither agree nor disagree	7.4%	5.6%	3.7%	6.3%	6.3%	6.0%	6.4%	6.2%	6.5%	5.7%	5.5%	5.8%	6.2%	0.0%	2.3%
	Mildly disagree	2.4%	2.1%	1.8%	1.9%	2.4%	2.0%	2.5%	2.2%	2.3%	2.3%	2.4%	1.8%	1.2%	0.0%	2.3%
	Moderately disagree	1.4%	1.2%	0.5%	1.2%	1.4%	0.8%	1.8%	1.3%	1.4%	1.4%	0.8%	0.9%	2.5%	0.0%	2.3%
	Strongly disagree	1.6%	0.9%	0.9%	0.8%	1.2%	1.0%	1.2%	1.3%	1.4%	0.5%	1.0%	0.3%	0.6%	0.0%	0.0%
Don't know or doesn't apply	1.4%	1.6%	0.5%	1.4%	1.7%	2.1%	1.3%	1.0%	1.4%	2.1%	1.3%	1.2%	2.5%	0.0%	0.0%	
People from culturally diverse backgrounds -	Not indicated	96.8%	97.5%	99.5%	97.8%	97.0%	97.7%	96.6%	97.7%	97.1%	97.2%	98.0%	97.3%	98.2%	100.0%	95.3%
	Indicated	3.2%	2.5%	0.5%	2.2%	3.0%	2.3%	3.4%	2.3%	2.9%	2.8%	2.0%	2.7%	1.8%	0.0%	4.7%
People with disabilities	Not indicated	98.9%	98.6%	99.1%	98.9%	98.6%	98.8%	98.5%	98.7%	98.7%	98.2%	99.2%	99.7%	98.8%	100.0%	97.7%
	Indicated	1.1%	1.4%	0.9%	1.1%	1.4%	1.2%	1.5%	1.3%	1.3%	1.8%	0.8%	0.3%	1.2%	0.0%	2.3%
Indigenous Australians	Not indicated	97.7%	97.9%	99.1%	98.3%	97.7%	98.2%	97.5%	98.0%	97.7%	97.9%	98.6%	98.5%	97.0%	100.0%	97.7%
	Indicated	2.3%	2.1%	0.9%	1.7%	2.3%	1.8%	2.5%	2.0%	2.3%	2.1%	1.4%	1.5%	3.0%	0.0%	2.3%
Other	Not indicated	98.6%	98.8%	99.1%	98.7%	98.8%	99.2%	98.5%	98.5%	98.6%	99.3%	98.5%	99.7%	99.4%	100.0%	97.7%
	Indicated	1.4%	1.2%	0.9%	1.3%	1.2%	0.8%	1.5%	1.5%	1.4%	0.7%	1.5%	0.3%	0.6%	0.0%	2.3%

Demographic group		Gender - are you:		In which age group do you fall?			What is your current total annual gross salary (before tax)?			What is your work classification?						
		Male	Female	Youth	Normal	Mature	Less than \$70,000	\$70,000 to \$99,999	\$100,000 and over	Permanent full-time	Permanent part-time	Fixed term full-time	Fixed term part-time	Casual	Seasonal	Other
<b>EPS question / response</b>																
<b>E4. Please indicate your level of agreement with the following statement:</b>																
E4 Your immediate supervisor treats employees from all diversity groups in the workplace with equal respect	Strongly agree	58.4%	63.8%	75.1%	62.0%	61.5%	63.4%	60.1%	63.6%	61.4%	60.3%	65.9%	68.1%	65.2%	75.0%	62.8%
	Moderately agree	22.4%	18.4%	13.4%	21.8%	19.2%	18.7%	21.0%	18.7%	19.7%	20.1%	19.8%	17.5%	16.1%	25.0%	23.3%
	Mildly agree	6.6%	6.6%	5.1%	6.2%	6.8%	5.8%	7.5%	6.5%	6.8%	7.5%	4.7%	5.8%	6.2%	0.0%	0.0%
	Neither agree nor disagree	5.7%	4.8%	2.3%	4.2%	5.6%	5.2%	5.3%	4.8%	5.4%	5.4%	4.5%	3.4%	4.3%	0.0%	4.7%
	Mildly disagree	1.3%	1.4%	1.4%	1.4%	1.3%	1.3%	1.4%	1.2%	1.2%	1.5%	1.6%	1.5%	0.6%	0.0%	2.3%
	Moderately disagree	0.6%	0.5%	0.5%	0.2%	0.6%	0.8%	0.3%	0.7%	0.6%	0.5%	0.4%	0.0%	0.0%	0.0%	0.0%
	Strongly disagree	1.0%	0.8%	0.5%	0.7%	1.0%	0.9%	1.1%	0.4%	1.1%	0.5%	0.3%	0.6%	2.5%	0.0%	0.0%
People from culturally diverse backgrounds	Don't know or doesn't apply	3.9%	3.6%	1.8%	3.5%	3.9%	4.0%	3.3%	4.2%	3.7%	4.3%	2.8%	3.1%	5.0%	0.0%	7.0%
	Not indicated	98.6%	98.9%	99.5%	99.0%	98.7%	98.7%	98.9%	99.0%	98.7%	99.0%	99.0%	98.8%	98.2%	100.0%	100.0%
People with disabilities	Indicated	1.4%	1.1%	0.5%	1.0%	1.3%	1.3%	1.1%	1.0%	1.3%	1.0%	1.0%	1.2%	1.8%	0.0%	0.0%
	Not indicated	99.7%	99.4%	99.5%	99.8%	99.4%	99.5%	99.4%	99.7%	99.5%	99.3%	99.6%	100.0%	99.4%	100.0%	100.0%
Indigenous Australians	Indicated	0.3%	0.6%	0.5%	0.2%	0.6%	0.5%	0.6%	0.3%	0.5%	0.7%	0.4%	0.0%	0.6%	0.0%	0.0%
	Not indicated	99.0%	99.2%	99.5%	99.4%	99.0%	99.1%	99.0%	99.4%	99.0%	99.1%	99.6%	99.7%	98.8%	100.0%	97.7%
Other	Indicated	1.0%	0.8%	0.5%	0.6%	1.0%	0.9%	1.0%	0.6%	1.0%	0.9%	0.4%	0.3%	1.2%	0.0%	2.3%
	Not indicated	99.2%	98.8%	98.6%	99.2%	98.9%	98.9%	98.9%	99.0%	98.8%	99.0%	99.0%	99.7%	100.0%	100.0%	100.0%
Indicated	0.8%	1.2%	1.4%	0.8%	1.1%	1.1%	1.1%	1.0%	1.2%	1.0%	1.0%	0.3%	0.0%	0.0%	0.0%	
<b>E5. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																
E5 Your co-workers treat employees from all diversity groups in the workplace with equal respect	Strongly agree	44.5%	52.1%	58.1%	48.0%	49.9%	53.7%	46.9%	47.6%	47.6%	51.9%	53.5%	58.9%	55.9%	50.0%	62.8%
	Moderately agree	32.3%	27.9%	28.1%	32.0%	28.4%	26.8%	30.2%	32.5%	30.1%	28.7%	29.2%	22.7%	25.5%	37.5%	20.9%
	Mildly agree	9.8%	9.0%	6.5%	8.5%	9.6%	7.9%	10.5%	9.1%	9.7%	8.7%	7.3%	8.5%	11.2%	0.0%	4.7%
	Neither agree nor disagree	6.6%	4.4%	4.1%	4.9%	5.3%	5.2%	5.3%	4.7%	5.7%	4.6%	3.8%	3.3%	2.5%	12.5%	2.3%
	Mildly disagree	3.3%	3.0%	0.9%	3.2%	3.1%	2.1%	3.9%	3.2%	3.3%	2.8%	2.5%	3.3%	1.2%	0.0%	4.7%
	Moderately disagree	0.9%	1.3%	0.5%	1.4%	1.1%	1.3%	0.9%	1.4%	1.2%	1.1%	1.1%	0.9%	0.6%	0.0%	0.0%
	Strongly disagree	1.0%	0.9%	0.5%	0.6%	1.1%	1.1%	1.1%	0.5%	1.1%	0.5%	0.7%	0.3%	1.9%	0.0%	0.0%
People from culturally diverse backgrounds	Don't know or doesn't apply	1.7%	1.4%	1.4%	1.5%	1.5%	1.9%	1.3%	1.1%	1.4%	1.7%	1.7%	2.1%	1.2%	0.0%	4.7%
	Not indicated	96.7%	96.8%	99.1%	96.6%	96.8%	97.2%	96.2%	97.1%	96.5%	97.2%	97.5%	96.4%	98.2%	100.0%	97.7%
People with disabilities	Indicated	3.3%	3.2%	0.9%	3.4%	3.2%	2.8%	3.8%	2.9%	3.5%	2.8%	2.5%	3.6%	1.8%	0.0%	2.3%
	Not indicated	99.3%	99.2%	100.0%	99.6%	99.1%	99.3%	99.1%	99.2%	99.1%	99.3%	99.6%	100.0%	98.8%	100.0%	100.0%
Indigenous Australians	Indicated	0.7%	0.8%	0.0%	0.4%	0.9%	0.7%	0.9%	0.8%	0.9%	0.7%	0.4%	0.0%	1.2%	0.0%	0.0%
	Not indicated	97.8%	97.8%	100.0%	98.1%	97.6%	98.0%	97.6%	97.9%	97.7%	98.0%	98.2%	98.5%	98.8%	100.0%	95.3%
Other	Indicated	2.2%	2.2%	0.0%	1.9%	2.4%	2.0%	2.4%	2.1%	2.3%	2.0%	1.8%	1.5%	1.2%	0.0%	4.7%
	Not indicated	98.6%	98.9%	99.1%	99.0%	98.8%	99.2%	98.5%	98.7%	98.7%	99.0%	98.9%	100.0%	100.0%	100.0%	100.0%
Indicated	1.4%	1.1%	0.9%	1.0%	1.2%	0.8%	1.5%	1.3%	1.3%	1.0%	1.1%	0.0%	0.0%	0.0%	0.0%	
<b>E6. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																
E6 Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status does not occur in your workplace	Strongly agree	32.3%	41.6%	45.2%	35.3%	39.4%	42.7%	35.7%	36.4%	35.6%	43.3%	43.3%	47.1%	44.4%	37.5%	44.2%
	Moderately agree	26.7%	23.7%	26.3%	25.8%	24.3%	23.1%	25.0%	27.6%	25.2%	23.6%	24.5%	25.4%	21.0%	12.5%	23.3%
	Mildly agree	10.5%	8.2%	8.3%	9.4%	8.8%	8.0%	9.0%	10.7%	9.4%	8.5%	7.9%	6.3%	9.9%	25.0%	4.7%
	Neither agree nor disagree	13.5%	9.3%	7.4%	10.9%	10.7%	10.0%	11.6%	9.8%	11.7%	9.5%	8.4%	6.9%	7.4%	12.5%	9.3%
	Mildly disagree	7.5%	6.6%	5.1%	8.2%	6.4%	4.8%	8.2%	8.0%	7.5%	5.7%	5.9%	5.7%	4.3%	0.0%	4.7%
	Moderately disagree	3.0%	2.8%	0.5%	2.8%	3.0%	2.3%	3.7%	2.4%	3.4%	2.2%	1.7%	1.5%	1.9%	0.0%	2.3%
	Strongly disagree	2.3%	2.9%	1.8%	2.8%	2.7%	2.9%	2.9%	2.0%	2.9%	2.0%	3.2%	1.2%	4.3%	12.5%	4.7%
People from culturally diverse backgrounds	Don't know or doesn't apply	4.1%	4.9%	5.5%	4.7%	4.6%	6.2%	3.8%	3.2%	4.3%	5.1%	5.1%	5.7%	6.8%	0.0%	7.0%
	Not indicated	92.5%	94.2%	98.2%	92.8%	93.7%	95.2%	91.7%	94.8%	92.6%	95.5%	95.7%	95.5%	95.1%	100.0%	95.3%
People with disabilities	Indicated	7.5%	5.8%	1.8%	7.2%	6.3%	4.8%	8.3%	5.2%	7.4%	4.5%	4.3%	4.5%	4.9%	0.0%	4.7%
	Not indicated	97.6%	98.4%	99.5%	98.0%	98.1%	98.5%	97.7%	98.5%	97.8%	98.7%	98.6%	99.7%	99.4%	100.0%	97.7%
Indigenous Australians	Indicated	2.4%	1.6%	0.5%	2.0%	1.9%	1.5%	2.3%	1.5%	2.2%	1.3%	1.4%	0.3%	0.6%	0.0%	2.3%
	Not indicated	94.9%	95.9%	98.6%	95.8%	95.4%	96.7%	94.4%	96.0%	94.8%	96.9%	97.2%	97.6%	97.0%	100.0%	97.7%
Other	Indicated	5.1%	4.1%	1.4%	4.2%	4.6%	3.3%	5.6%	4.0%	5.2%	3.1%	2.8%	2.4%	3.0%	0.0%	2.3%
	Not indicated	97.3%	96.3%	96.3%	95.7%	96.9%	97.6%	95.5%	97.2%	96.3%	97.3%	96.4%	99.1%	98.2%	100.0%	95.3%
Indicated	2.7%	3.7%	3.7%	4.3%	3.1%	2.4%	4.5%	2.8%	3.7%	2.7%	3.6%	0.9%	1.8%	0.0%	4.7%	



Demographic group	To the nearest 12 months how long have you worked in the public sector as a total?							Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
	Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability	
<b>EPS question / response</b>																	
<b>A1. In relation to what you have experienced in your current job, please indicate your level of satisfaction with the following statements.</b>																	
A1a The job overall	Very satisfied	42.7%	32.3%	29.5%	30.7%	32.6%	33.1%	33.1%	30.0%	36.9%	30.9%	32.4%	33.8%	32.5%	27.0%	31.5%	32.4%
	Moderately satisfied	39.1%	43.0%	43.1%	42.3%	40.1%	41.8%	41.6%	43.5%	40.3%	42.6%	42.1%	40.6%	42.5%	37.0%	35.3%	42.3%
	Mildly satisfied	8.1%	13.5%	13.4%	12.1%	10.6%	10.9%	11.8%	12.5%	10.8%	12.3%	12.0%	9.1%	11.6%	16.3%	11.3%	12.0%
	Neither satisfied nor dissatisfied	2.8%	2.9%	3.4%	3.9%	2.8%	2.8%	3.0%	3.6%	2.3%	3.4%	3.1%	4.6%	3.0%	5.1%	5.5%	3.0%
	Mildly dissatisfied	4.8%	4.2%	5.0%	4.4%	6.5%	4.3%	4.6%	5.0%	4.4%	4.7%	4.1%	4.6%	4.6%	5.6%	6.2%	4.6%
	Moderately dissatisfied	1.3%	2.8%	3.8%	4.8%	4.9%	3.9%	3.8%	3.6%	3.7%	3.7%	3.7%	4.6%	3.6%	6.1%	5.1%	3.7%
	Very dissatisfied	1.3%	1.3%	1.8%	1.9%	2.5%	3.2%	2.3%	1.8%	1.7%	2.4%	2.2%	2.7%	2.1%	2.8%	5.1%	2.0%
A1b Your agency as an employer	Very satisfied	39.2%	23.7%	18.1%	17.0%	19.2%	17.2%	20.9%	16.7%	20.4%	20.0%	19.9%	23.7%	20.1%	17.5%	16.6%	20.1%
	Moderately satisfied	36.6%	40.0%	37.1%	34.6%	34.9%	31.8%	35.4%	36.0%	36.2%	35.3%	35.7%	33.0%	35.7%	36.9%	29.0%	36.0%
	Mildly satisfied	10.9%	14.2%	17.5%	19.0%	16.3%	17.7%	16.4%	17.3%	16.7%	16.7%	16.7%	12.1%	16.7%	12.9%	16.3%	16.5%
	Neither satisfied nor dissatisfied	4.6%	5.7%	6.8%	6.9%	5.6%	6.5%	6.3%	6.2%	4.2%	7.0%	6.2%	8.8%	6.2%	8.0%	7.4%	6.1%
	Mildly dissatisfied	4.1%	8.1%	9.0%	8.4%	9.5%	10.1%	8.4%	10.9%	9.6%	8.5%	8.9%	6.5%	9.0%	7.7%	9.2%	8.9%
	Moderately dissatisfied	3.3%	4.7%	7.2%	7.2%	8.3%	9.1%	7.1%	7.2%	7.3%	7.1%	7.1%	6.5%	7.1%	9.5%	9.9%	7.1%
	Very dissatisfied	1.3%	3.6%	4.4%	6.8%	6.2%	7.6%	5.5%	5.7%	5.5%	5.5%	5.4%	8.8%	5.3%	7.5%	11.7%	5.3%
<b>A2. In relation to what you have experienced in your current job, please indicate your level of agreement with the following statements.</b>																	
A2a My job allows me to utilise my skills, knowledge and abilities	Strongly agree	43.8%	36.2%	36.3%	38.9%	42.2%	43.1%	40.8%	35.6%	48.3%	36.8%	39.9%	33.5%	40.2%	30.2%	35.0%	39.8%
	Moderately agree	31.0%	36.6%	36.1%	35.7%	33.9%	33.2%	34.1%	37.7%	31.8%	35.8%	34.8%	33.0%	34.9%	33.2%	31.6%	35.0%
	Mildly agree	13.6%	15.9%	14.6%	13.1%	11.6%	11.9%	13.2%	14.2%	11.1%	14.2%	13.4%	16.3%	13.3%	17.9%	13.9%	13.5%
	Neither agree nor disagree	2.0%	2.8%	1.6%	1.3%	1.3%	1.8%	1.8%	2.1%	1.0%	2.1%	1.8%	3.2%	1.8%	3.5%	3.1%	1.8%
	Mildly disagree	4.0%	3.3%	5.3%	3.5%	4.0%	3.1%	3.7%	4.4%	3.7%	3.9%	3.8%	4.1%	3.8%	4.8%	4.4%	3.8%
	Moderately disagree	2.3%	2.2%	3.2%	4.3%	3.3%	3.4%	3.2%	2.9%	2.2%	3.4%	3.1%	3.6%	3.1%	3.0%	4.8%	3.0%
	Strongly disagree	3.0%	3.0%	2.9%	3.3%	3.8%	3.4%	3.3%	3.1%	1.8%	3.7%	3.2%	6.3%	2.9%	7.3%	7.1%	3.1%
	Don't know or doesn't apply	0.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
A2b I am motivated to do the best possible work that I can	Strongly agree	59.5%	46.9%	43.2%	46.7%	47.3%	51.5%	48.1%	49.0%	55.3%	46.0%	48.4%	46.1%	48.8%	40.2%	45.4%	48.4%
	Moderately agree	24.4%	28.0%	29.9%	29.1%	29.0%	26.7%	28.0%	28.4%	25.6%	28.8%	28.2%	21.2%	28.0%	28.8%	25.3%	28.1%
	Mildly agree	7.0%	13.4%	12.9%	11.3%	11.2%	10.2%	11.5%	11.3%	9.7%	12.1%	11.4%	13.8%	11.3%	14.1%	10.9%	11.5%
	Neither agree nor disagree	2.3%	3.6%	3.7%	2.8%	3.2%	3.0%	3.2%	3.1%	2.5%	3.5%	3.2%	5.1%	3.1%	5.1%	3.8%	3.2%
	Mildly disagree	3.8%	3.6%	4.1%	4.0%	3.8%	2.9%	3.4%	4.1%	2.5%	3.9%	3.5%	5.5%	3.4%	5.1%	4.8%	3.5%
	Moderately disagree	2.3%	2.3%	3.0%	2.9%	2.4%	2.7%	2.8%	2.1%	2.5%	2.6%	2.6%	3.7%	2.7%	2.5%	4.4%	2.6%
	Strongly disagree	0.8%	2.2%	3.2%	3.0%	3.0%	2.8%	2.9%	1.9%	1.8%	3.0%	2.7%	4.6%	2.6%	4.3%	5.5%	2.6%
	Don't know or doesn't apply	0.0%	0.1%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%
A2c Employees in my agency feel they are valued for their contribution	Strongly agree	25.4%	12.5%	9.5%	9.8%	10.1%	8.5%	11.0%	10.0%	10.6%	10.9%	10.7%	13.2%	10.7%	10.8%	7.5%	10.9%
	Moderately agree	34.5%	31.0%	24.6%	25.5%	28.2%	28.0%	28.3%	26.4%	31.9%	26.7%	27.9%	29.7%	28.1%	27.0%	23.9%	28.2%
	Mildly agree	19.1%	22.0%	22.5%	25.2%	24.4%	21.2%	22.5%	22.1%	22.0%	22.6%	22.5%	16.9%	22.5%	19.9%	18.8%	22.5%
	Neither agree nor disagree	6.3%	7.2%	8.8%	6.2%	5.2%	7.9%	6.9%	9.0%	6.5%	7.5%	7.4%	5.0%	7.2%	9.6%	7.5%	7.3%
	Mildly disagree	5.8%	11.3%	14.0%	11.4%	12.1%	11.4%	11.5%	12.7%	11.5%	11.8%	11.7%	10.5%	11.9%	8.3%	12.6%	11.7%
	Moderately disagree	2.0%	6.0%	8.8%	9.4%	8.7%	9.7%	8.3%	8.0%	7.4%	8.5%	8.2%	8.7%	8.3%	7.3%	10.6%	8.1%
	Strongly disagree	4.3%	8.3%	10.4%	11.3%	10.7%	12.4%	10.2%	11.0%	9.7%	10.6%	10.3%	14.6%	10.2%	14.9%	19.1%	10.2%
	Don't know or doesn't apply	2.5%	1.7%	1.3%	1.1%	0.5%	0.9%	1.3%	0.9%	0.4%	1.5%	1.2%	1.4%	1.1%	2.3%	0.0%	1.2%
A2d I am proud to work in the Western Australian public sector	Strongly agree	46.3%	35.6%	29.6%	28.9%	28.0%	30.7%	32.6%	28.8%	33.8%	31.2%	31.7%	39.4%	31.5%	35.6%	31.0%	31.9%
	Moderately agree	34.0%	32.7%	30.8%	32.2%	33.0%	29.8%	31.0%	33.5%	33.1%	31.0%	31.5%	29.4%	31.6%	29.5%	28.9%	31.5%
	Mildly agree	9.3%	12.9%	16.7%	16.2%	14.8%	14.4%	14.7%	14.0%	14.2%	14.6%	14.7%	8.7%	14.8%	11.9%	14.3%	14.6%
	Neither agree nor disagree	7.1%	12.5%	14.3%	14.4%	15.0%	14.9%	13.6%	14.3%	11.6%	14.5%	13.8%	14.7%	13.8%	12.4%	15.6%	13.7%
	Mildly disagree	2.0%	3.1%	3.7%	3.0%	4.7%	3.8%	3.2%	4.9%	3.6%	3.6%	3.2%	3.5%	3.4%	4.8%	4.4%	3.5%
	Moderately disagree	0.5%	1.5%	2.4%	3.1%	2.3%	3.6%	2.7%	2.1%	2.3%	2.6%	2.6%	1.8%	2.6%	2.0%	3.1%	2.5%
	Strongly disagree	0.5%	1.6%	2.2%	2.1%	2.3%	2.6%	2.0%	2.3%	1.5%	2.3%	2.1%	2.3%	2.1%	3.5%	2.7%	2.1%
	Don't know or doesn't apply	0.3%	0.1%	0.2%	0.0%	0.0%	0.2%	0.1%	0.1%	0.2%	0.1%	0.1%	0.5%	0.1%	0.3%	0.0%	0.1%

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?							Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability	
<b>EPS question / response</b>																		
A2e I would recommend the Western Australian public sector as a good place to work	Strongly agree	46.8%	30.2%	23.1%	20.7%	21.7%	21.8%	25.8%	22.1%	25.3%	24.9%	24.8%	32.3%	24.6%	30.2%	21.9%	25.1%	
	Moderately agree	29.1%	33.6%	31.5%	34.1%	31.4%	29.3%	31.3%	32.2%	32.5%	31.3%	31.6%	28.6%	31.7%	28.9%	27.7%	31.6%	
	Mildly agree	12.7%	15.6%	19.6%	19.1%	19.1%	18.6%	17.8%	18.6%	18.7%	17.7%	18.0%	12.9%	18.2%	14.2%	18.5%	17.9%	
	Neither agree nor disagree	7.1%	11.5%	12.9%	13.1%	15.2%	14.3%	12.7%	13.9%	11.9%	13.4%	13.0%	13.4%	13.0%	12.4%	12.7%	13.0%	
	Mildly disagree	3.3%	4.3%	5.5%	5.2%	5.7%	6.0%	5.1%	6.0%	5.5%	5.2%	5.3%	4.6%	5.3%	6.1%	7.9%	5.2%	
	Moderately disagree	0.5%	2.2%	3.4%	3.8%	3.0%	5.4%	3.6%	3.7%	3.1%	3.8%	3.7%	2.3%	3.7%	1.8%	5.1%	3.6%	
	Strongly disagree	0.5%	2.4%	3.5%	3.7%	3.8%	4.2%	3.4%	3.4%	2.7%	3.5%	3.3%	5.5%	3.2%	6.1%	6.2%	3.3%	
Don't know or doesn't apply	0.0%	0.2%	0.5%	0.2%	0.0%	0.4%	0.3%	0.1%	0.3%	0.3%	0.3%	0.3%	0.5%	0.3%	0.3%	0.3%		
<b>B1. Please indicate your level of agreement with the following statements.</b>																		
B1a In your work area, communication between senior managers and other employees is effective	Strongly agree	31.9%	18.4%	14.0%	14.6%	16.4%	16.8%	17.8%	14.0%	20.5%	16.0%	17.0%	16.9%	17.0%	15.7%	16.4%	17.1%	
	Moderately agree	37.2%	31.9%	29.1%	30.4%	28.0%	30.7%	31.3%	28.3%	33.9%	29.6%	30.8%	28.3%	30.7%	29.2%	21.9%	30.9%	
	Mildly agree	13.4%	19.0%	20.5%	22.0%	20.5%	18.4%	19.2%	20.3%	17.7%	19.9%	19.4%	20.1%	19.7%	16.0%	17.1%	19.6%	
	Neither agree nor disagree	4.6%	4.5%	4.7%	3.9%	3.5%	4.3%	4.0%	5.3%	3.0%	4.7%	4.3%	3.7%	4.2%	6.6%	3.4%	4.3%	
	Mildly disagree	3.3%	10.3%	11.8%	9.6%	12.0%	10.0%	9.9%	11.1%	9.4%	10.4%	10.3%	7.3%	10.1%	11.9%	9.9%	10.2%	
	Moderately disagree	5.1%	7.4%	9.2%	8.1%	8.3%	8.4%	8.0%	8.8%	8.2%	7.1%	8.5%	8.1%	9.1%	8.2%	11.3%	8.0%	
	Strongly disagree	3.5%	7.9%	10.6%	11.2%	11.2%	11.2%	9.5%	12.0%	8.3%	10.5%	9.9%	14.6%	9.8%	13.2%	19.5%	9.7%	
Don't know or doesn't apply	1.0%	0.6%	0.1%	0.3%	0.1%	0.2%	0.3%	0.2%	0.1%	0.4%	0.3%	0.0%	0.3%	0.3%	0.3%	0.3%		
B1b Your input is adequately sought and considered about decisions that directly affect you	Strongly agree	26.5%	17.5%	14.7%	16.8%	17.4%	18.8%	18.5%	14.8%	24.4%	15.5%	17.7%	18.7%	17.8%	15.2%	14.4%	17.8%	
	Moderately agree	36.1%	30.7%	25.8%	26.4%	27.6%	25.9%	28.1%	26.1%	29.0%	27.3%	27.7%	27.4%	27.8%	24.6%	23.7%	27.8%	
	Mildly agree	16.2%	19.2%	20.7%	19.6%	17.7%	17.6%	18.6%	18.8%	16.6%	19.4%	18.7%	19.2%	18.7%	20.0%	17.5%	18.8%	
	Neither agree nor disagree	4.5%	6.0%	6.9%	5.1%	5.3%	4.9%	5.3%	6.6%	3.4%	6.3%	5.7%	3.2%	5.5%	7.1%	4.8%	5.6%	
	Mildly disagree	4.5%	9.4%	11.9%	12.4%	10.0%	10.0%	10.1%	10.8%	9.3%	10.6%	10.4%	5.5%	10.4%	9.1%	8.9%	10.4%	
	Moderately disagree	6.1%	8.7%	9.1%	7.7%	11.0%	10.1%	9.0%	9.6%	8.0%	9.5%	9.1%	10.5%	9.2%	9.1%	8.6%	9.2%	
	Strongly disagree	3.8%	8.3%	10.9%	11.7%	11.0%	12.6%	10.0%	13.2%	9.1%	11.1%	10.6%	14.6%	10.4%	14.2%	22.0%	10.2%	
Don't know or doesn't apply	2.3%	0.3%	0.0%	0.2%	0.0%	0.1%	0.3%	0.1%	0.2%	0.3%	0.2%	0.9%	0.2%	0.8%	0.0%	0.2%		
B1c Good information management practices are promoted and supported in your work area	Strongly agree	29.8%	16.8%	15.0%	14.6%	17.2%	17.0%	17.5%	14.8%	21.7%	15.4%	16.9%	17.1%	16.9%	15.8%	15.1%	17.0%	
	Moderately agree	31.8%	30.6%	25.6%	29.6%	27.8%	28.4%	29.2%	26.6%	30.0%	28.2%	28.7%	28.1%	28.8%	25.3%	22.9%	28.8%	
	Mildly agree	18.4%	20.6%	22.2%	20.7%	21.3%	18.2%	20.1%	20.2%	19.8%	20.3%	20.1%	20.7%	20.3%	19.4%	19.2%	20.2%	
	Neither agree nor disagree	5.8%	9.9%	9.3%	7.6%	6.8%	8.7%	8.2%	10.1%	6.2%	9.3%	8.6%	7.4%	8.5%	8.7%	8.2%	8.6%	
	Mildly disagree	5.8%	8.1%	10.9%	10.6%	10.4%	8.9%	9.3%	9.4%	9.0%	9.4%	9.4%	7.4%	9.2%	11.2%	7.5%	9.4%	
	Moderately disagree	3.5%	6.2%	7.8%	8.1%	7.4%	9.4%	7.5%	8.4%	6.7%	8.1%	7.8%	6.0%	7.8%	6.6%	11.6%	7.6%	
	Strongly disagree	3.0%	6.9%	8.8%	8.3%	8.7%	9.1%	7.6%	10.1%	6.6%	8.5%	8.0%	12.9%	7.9%	12.2%	14.4%	7.9%	
Don't know or doesn't apply	1.8%	1.0%	0.4%	0.6%	0.4%	0.3%	0.6%	0.5%	0.1%	0.8%	0.6%	0.5%	0.6%	0.8%	1.0%	0.6%		
<b>B2. Please indicate your level of agreement with the following statements.</b>																		
<b>Your immediate supervisor...</b>																		
B2a Keeps you informed of what is going on	Strongly agree	44.7%	38.4%	32.3%	35.1%	36.4%	31.9%	35.8%	31.9%	36.5%	34.5%	34.9%	37.3%	35.3%	28.5%	34.5%	34.9%	
	Moderately agree	31.7%	29.7%	30.0%	27.4%	27.0%	30.8%	29.8%	28.7%	29.1%	29.8%	29.8%	22.3%	29.5%	32.3%	23.2%	29.8%	
	Mildly agree	14.0%	14.2%	15.9%	17.7%	15.3%	16.2%	15.3%	17.1%	14.4%	16.1%	15.7%	13.6%	15.7%	14.8%	15.7%	15.7%	
	Neither agree nor disagree	1.8%	3.3%	3.8%	3.8%	3.9%	2.9%	3.4%	3.1%	3.2%	3.4%	3.2%	5.5%	3.2%	5.1%	3.8%	3.3%	
	Mildly disagree	4.1%	6.0%	7.1%	5.6%	6.9%	7.1%	6.2%	7.4%	6.6%	6.4%	6.5%	6.8%	6.5%	6.4%	6.5%	6.5%	
	Moderately disagree	1.5%	3.9%	5.0%	4.9%	5.4%	5.5%	4.7%	4.7%	4.8%	4.7%	4.7%	5.9%	4.8%	3.8%	7.5%	4.7%	
	Strongly disagree	1.8%	4.3%	5.7%	5.4%	4.9%	5.2%	4.5%	6.6%	5.0%	4.9%	4.9%	8.2%	4.7%	8.9%	8.2%	4.9%	
Don't know or doesn't apply	0.5%	0.3%	0.2%	0.0%	0.1%	0.5%	0.2%	0.5%	0.4%	0.3%	0.3%	0.5%	0.3%	0.3%	0.7%	0.3%		
B2b Makes use of appropriate communication and interpersonal skills when dealing with you	Strongly agree	52.9%	43.8%	36.7%	38.4%	41.2%	37.3%	40.7%	37.3%	41.7%	39.5%	39.9%	42.0%	40.3%	34.8%	39.2%	40.0%	
	Moderately agree	28.0%	27.2%	29.9%	28.7%	27.0%	28.9%	28.4%	28.7%	28.4%	28.4%	28.7%	21.5%	28.6%	26.4%	24.6%	28.6%	
	Mildly agree	10.7%	12.8%	13.2%	14.0%	13.0%	13.3%	13.0%	13.4%	11.5%	13.6%	13.1%	12.8%	12.9%	14.5%	8.9%	13.2%	
	Neither agree nor disagree	1.5%	3.5%	4.9%	4.5%	3.7%	4.7%	4.1%	4.4%	4.3%	4.1%	4.1%	6.4%	4.1%	5.3%	4.1%	4.2%	
	Mildly disagree	3.6%	4.8%	5.3%	4.5%	5.8%	5.3%	4.9%	5.7%	4.9%	5.2%	5.1%	4.1%	5.0%	6.1%	4.8%	5.1%	
	Moderately disagree	1.3%	3.1%	5.2%	5.2%	5.5%	4.3%	4.4%	4.1%	4.1%	4.4%	4.3%	5.9%	4.3%	5.3%	7.5%	4.2%	
	Strongly disagree	1.5%	4.6%	4.6%	4.7%	3.9%	5.7%	4.3%	6.0%	4.9%	4.6%	4.6%	7.3%	4.6%	7.6%	10.6%	4.5%	
Don't know or doesn't apply	0.5%	0.2%	0.1%	0.0%	0.0%	0.5%	0.2%	0.4%	0.4%	0.2%	0.2%	0.0%	0.3%	0.0%	0.3%	0.2%		



Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?						Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability
<b>EPS question / response</b>																	
B2c Is effective in managing people	Strongly agree	45.3%	36.5%	31.0%	31.3%	33.2%	28.0%	32.9%	30.2%	31.1%	32.7%	32.2%	35.5%	32.6%	25.5%	30.7%	32.3%
	Moderately agree	27.4%	28.3%	26.7%	27.8%	26.0%	28.8%	27.7%	28.0%	29.4%	27.3%	27.9%	22.7%	27.8%	30.1%	22.9%	28.1%
	Mildly agree	11.5%	13.0%	13.8%	14.7%	16.4%	14.5%	14.1%	14.1%	14.3%	14.0%	14.1%	12.7%	14.1%	11.5%	13.7%	14.0%
	Neither agree nor disagree	3.6%	5.1%	6.9%	5.8%	4.3%	5.7%	5.5%	6.0%	5.1%	5.7%	5.5%	7.3%	5.4%	9.2%	4.8%	5.6%
	Mildly disagree	4.6%	5.7%	7.7%	7.3%	7.3%	7.3%	6.8%	7.4%	6.1%	7.2%	7.0%	3.6%	6.9%	5.9%	7.2%	6.9%
	Moderately disagree	1.5%	4.0%	6.2%	5.6%	4.9%	5.7%	5.3%	4.6%	5.1%	5.2%	5.1%	7.7%	5.2%	5.9%	6.1%	5.2%
	Strongly disagree	3.6%	6.4%	7.4%	6.7%	7.3%	8.5%	6.9%	8.4%	7.1%	7.3%	7.2%	10.0%	7.1%	10.2%	13.7%	7.0%
	Don't know or doesn't apply	2.6%	0.8%	0.4%	0.7%	0.5%	1.5%	0.9%	1.3%	1.8%	0.7%	1.0%	0.5%	0.9%	1.8%	1.0%	1.0%
B2d Appropriately deals with employees that perform poorly	Strongly agree	24.9%	19.6%	17.2%	17.1%	16.5%	15.2%	17.8%	16.1%	18.4%	17.1%	17.3%	21.5%	17.5%	15.3%	17.7%	17.4%
	Moderately agree	20.1%	20.3%	19.0%	20.9%	21.0%	19.3%	20.0%	19.5%	20.7%	19.5%	20.1%	17.8%	20.0%	18.1%	15.4%	19.9%
	Mildly agree	7.6%	12.9%	11.1%	12.6%	15.0%	13.8%	12.3%	14.5%	15.3%	11.8%	12.6%	16.4%	12.9%	11.5%	9.6%	12.8%
	Neither agree nor disagree	11.5%	11.2%	13.5%	12.1%	10.6%	13.7%	12.5%	12.6%	9.3%	13.5%	12.5%	10.0%	12.2%	16.5%	11.6%	12.5%
	Mildly disagree	3.3%	7.7%	8.9%	8.8%	10.2%	9.3%	8.4%	9.5%	9.7%	8.3%	8.7%	5.5%	8.7%	6.1%	8.2%	8.7%
	Moderately disagree	2.8%	4.8%	7.8%	6.6%	7.2%	7.0%	6.5%	6.0%	7.3%	6.2%	6.4%	6.8%	6.4%	7.4%	5.1%	6.5%
	Strongly disagree	4.3%	8.0%	11.8%	11.7%	9.3%	10.9%	9.7%	11.2%	10.4%	10.0%	10.0%	11.4%	10.0%	12.7%	18.1%	9.8%
	Don't know or doesn't apply	25.4%	15.3%	10.6%	10.1%	10.1%	10.9%	12.8%	10.7%	8.9%	13.6%	12.4%	10.5%	12.4%	12.5%	14.3%	12.4%
<b>B3. Please indicate your level of agreement with the following statements.</b>																	
B3a Recruitment and promotion decisions in this agency are fair	Strongly agree	25.6%	16.3%	13.1%	14.3%	15.5%	15.4%	15.7%	14.8%	22.7%	13.1%	15.5%	15.8%	15.7%	11.6%	9.9%	15.7%
	Moderately agree	24.8%	25.4%	25.0%	23.7%	25.3%	23.0%	24.5%	23.8%	27.2%	23.4%	24.4%	23.1%	24.6%	19.4%	19.8%	24.5%
	Mildly agree	9.9%	14.4%	14.9%	17.4%	11.3%	14.2%	13.9%	15.4%	13.2%	14.7%	14.4%	12.2%	14.3%	12.9%	13.0%	14.3%
	Neither agree nor disagree	11.9%	13.0%	11.3%	10.7%	10.7%	12.1%	11.6%	12.5%	8.3%	12.9%	11.7%	12.2%	11.7%	14.6%	9.9%	11.9%
	Mildly disagree	5.1%	8.7%	12.5%	10.6%	12.6%	10.3%	10.2%	11.4%	9.9%	10.7%	10.5%	8.1%	10.5%	9.6%	10.9%	10.4%
	Moderately disagree	2.0%	6.9%	8.0%	8.2%	8.9%	8.9%	7.8%	7.5%	6.8%	8.0%	7.8%	7.2%	7.7%	9.1%	10.6%	7.7%
	Strongly disagree	3.8%	8.8%	10.7%	11.6%	12.4%	11.5%	10.5%	10.4%	9.6%	10.8%	10.4%	14.0%	10.1%	15.7%	19.5%	10.2%
	Don't know or doesn't apply	17.0%	6.5%	4.4%	3.5%	4.1%	4.6%	5.8%	4.2%	2.2%	6.5%	5.4%	7.2%	5.4%	7.1%	6.5%	5.4%
B3b Generally speaking, the recruitment and selection processes in your workplace are unbiased and candidates are selected on the basis of merit	Strongly agree	27.3%	20.1%	17.0%	18.7%	20.4%	20.1%	20.1%	17.9%	29.6%	16.3%	19.7%	19.1%	20.0%	14.6%	11.6%	20.0%
	Moderately agree	26.3%	24.7%	25.3%	23.3%	23.9%	22.3%	23.9%	24.3%	25.2%	23.5%	24.0%	21.8%	24.0%	19.7%	20.5%	24.0%
	Mildly agree	9.6%	14.8%	14.3%	15.7%	10.2%	13.7%	13.6%	14.0%	12.3%	14.3%	13.7%	13.6%	14.0%	10.9%	14.7%	13.7%
	Neither agree nor disagree	11.6%	11.4%	10.7%	11.2%	10.9%	9.8%	10.2%	12.6%	7.0%	11.9%	10.7%	11.8%	10.6%	13.9%	8.2%	10.9%
	Mildly disagree	4.0%	8.3%	10.6%	8.0%	10.9%	10.4%	9.3%	9.6%	8.9%	9.5%	9.3%	9.5%	9.4%	9.3%	8.6%	9.4%
	Moderately disagree	2.3%	6.3%	7.1%	8.6%	7.6%	8.7%	7.7%	6.2%	6.5%	7.7%	7.4%	5.9%	7.2%	11.4%	12.7%	7.2%
	Strongly disagree	2.3%	7.3%	9.6%	10.2%	11.4%	11.0%	9.2%	10.4%	8.3%	9.8%	9.4%	12.3%	9.2%	13.4%	17.5%	9.2%
	Don't know or doesn't apply	16.7%	7.2%	5.3%	4.4%	4.6%	4.1%	6.0%	4.9%	2.2%	7.0%	5.7%	5.9%	5.7%	6.8%	6.2%	5.7%
B3c Positions are generally advertised within a reasonable time of becoming vacant	Strongly agree	24.1%	19.1%	17.8%	16.8%	19.1%	19.6%	20.1%	14.5%	27.2%	16.0%	18.9%	17.0%	19.1%	15.2%	12.7%	19.0%
	Moderately agree	25.8%	23.0%	23.5%	23.6%	25.3%	25.2%	24.8%	21.5%	26.6%	23.5%	24.3%	23.4%	24.2%	23.4%	22.0%	24.3%
	Mildly agree	10.1%	16.3%	15.5%	19.8%	13.7%	14.8%	15.4%	16.0%	16.1%	15.4%	15.6%	11.0%	15.8%	11.9%	14.1%	15.6%
	Neither agree nor disagree	10.6%	10.6%	11.9%	9.0%	9.0%	11.1%	10.7%	10.3%	6.9%	11.8%	10.7%	10.1%	10.4%	15.0%	11.0%	10.6%
	Mildly disagree	3.0%	7.6%	8.8%	10.1%	6.7%	8.3%	7.5%	10.2%	6.9%	8.4%	8.1%	7.3%	8.2%	5.3%	9.3%	8.1%
	Moderately disagree	1.3%	5.9%	6.2%	4.5%	6.7%	6.2%	5.1%	7.7%	4.6%	6.0%	5.7%	5.5%	5.7%	5.8%	7.9%	5.6%
	Strongly disagree	2.3%	7.1%	8.7%	9.3%	10.7%	8.1%	6.8%	13.6%	7.3%	8.4%	8.1%	11.0%	7.9%	13.7%	11.3%	8.1%
	Don't know or doesn't apply	22.8%	10.5%	7.6%	6.9%	8.9%	6.7%	9.5%	6.1%	4.5%	10.4%	8.6%	14.7%	8.8%	9.6%	11.7%	8.7%
B3d Decisions to second or transfer employees to equivalent or higher positions are made fairly	Strongly agree	11.9%	11.2%	9.6%	11.4%	13.1%	11.7%	11.8%	9.5%	18.5%	8.9%	11.2%	13.6%	11.4%	10.1%	6.5%	11.5%
	Moderately agree	18.5%	19.8%	18.6%	19.6%	18.8%	19.7%	19.4%	19.3%	23.4%	18.0%	19.6%	15.4%	19.6%	13.9%	13.1%	19.5%
	Mildly agree	9.6%	11.3%	12.2%	12.2%	9.2%	12.7%	11.5%	12.2%	12.0%	11.6%	11.7%	11.8%	11.7%	11.1%	12.7%	11.6%
	Neither agree nor disagree	17.0%	17.5%	19.0%	16.4%	16.5%	15.5%	16.5%	18.7%	11.5%	18.7%	17.0%	12.7%	16.8%	19.7%	14.4%	17.0%
	Mildly disagree	3.0%	7.0%	8.0%	9.8%	8.5%	10.1%	8.5%	8.3%	8.4%	8.5%	8.4%	9.0%	8.5%	8.1%	10.3%	8.4%
	Moderately disagree	0.8%	5.4%	7.6%	5.6%	7.7%	7.0%	6.1%	7.1%	6.2%	6.3%	6.4%	5.0%	6.3%	6.8%	7.2%	6.3%
	Strongly disagree	2.0%	6.7%	9.4%	9.5%	11.1%	10.5%	8.5%	10.3%	9.1%	8.9%	9.0%	11.3%	8.7%	13.6%	15.8%	8.8%
	Don't know or doesn't apply	37.2%	21.1%	15.6%	15.5%	15.0%	12.8%	17.6%	14.8%	10.9%	19.2%	16.9%	21.3%	17.0%	16.7%	19.9%	16.9%

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?						Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability
<b>EPS question / response</b>																	
B3e Favouritism plays a part in the selection process for relieving or acting opportunities	Strongly agree	4.5%	11.4%	13.5%	13.4%	15.1%	13.6%	12.4%	14.0%	12.1%	12.9%	12.5%	20.5%	12.3%	19.7%	19.5%	12.5%
	Moderately agree	7.1%	11.0%	15.5%	14.2%	13.2%	13.0%	13.5%	11.1%	14.2%	12.6%	13.0%	13.6%	12.9%	15.2%	18.5%	12.8%
	Mildly agree	9.3%	15.8%	16.6%	16.6%	15.5%	17.4%	16.4%	15.0%	15.1%	16.5%	16.3%	10.9%	16.4%	13.1%	15.4%	16.2%
	Neither agree nor disagree	19.4%	19.4%	20.4%	18.5%	18.0%	18.2%	18.3%	21.5%	14.8%	20.3%	18.8%	22.3%	19.1%	16.2%	15.4%	19.1%
	Mildly disagree	4.8%	5.7%	5.1%	6.1%	6.7%	6.2%	5.8%	5.9%	6.9%	5.5%	5.9%	2.7%	5.8%	6.3%	6.2%	5.8%
	Moderately disagree	9.1%	9.1%	7.9%	8.9%	8.7%	9.8%	8.8%	9.5%	12.1%	8.0%	9.2%	3.6%	9.3%	4.8%	5.1%	9.1%
	Strongly disagree	10.6%	11.5%	11.6%	12.8%	14.7%	14.6%	12.8%	13.6%	19.6%	10.7%	12.9%	12.7%	13.0%	11.4%	7.5%	13.1%
	Don't know or doesn't apply	35.1%	16.0%	9.4%	9.5%	8.1%	7.0%	11.9%	9.4%	5.3%	13.4%	11.2%	13.6%	11.3%	13.4%	12.3%	11.3%
<b>B4. Please indicate your level of agreement with the following statements.</b>																	
B4a Training opportunities in your work area are available to all employees	Strongly agree	43.3%	31.6%	28.7%	26.1%	27.7%	30.2%	31.0%	26.4%	33.2%	29.0%	30.0%	28.3%	30.4%	25.8%	27.4%	30.2%
	Moderately agree	27.0%	27.5%	27.6%	28.5%	27.6%	30.5%	28.8%	28.2%	30.0%	28.2%	28.8%	23.3%	28.6%	28.5%	26.7%	28.6%
	Mildly agree	13.1%	18.2%	16.8%	19.2%	19.4%	17.2%	17.2%	18.7%	16.8%	17.8%	17.8%	16.4%	17.6%	15.7%	16.4%	17.6%
	Neither agree nor disagree	4.3%	5.6%	5.7%	5.8%	5.4%	4.5%	5.4%	4.6%	3.3%	5.9%	5.2%	6.4%	5.2%	6.1%	7.9%	5.1%
	Mildly disagree	4.0%	6.3%	7.7%	8.6%	6.5%	7.2%	6.7%	8.4%	7.3%	7.0%	7.0%	6.4%	7.0%	8.6%	7.2%	7.1%
	Moderately disagree	3.5%	4.3%	5.3%	5.6%	6.3%	5.1%	4.9%	6.0%	5.0%	5.1%	5.0%	8.7%	5.0%	5.3%	5.8%	5.1%
	Strongly disagree	2.0%	5.1%	7.0%	5.8%	6.0%	4.7%	4.8%	7.3%	4.0%	5.8%	5.2%	9.6%	5.2%	8.8%	6.5%	5.3%
	Don't know or doesn't apply	2.8%	1.5%	1.2%	0.5%	1.0%	0.5%	1.2%	0.5%	0.4%	1.3%	1.1%	0.9%	1.0%	1.3%	2.1%	1.0%
B4b You receive appropriate training or have access to information that enables you to meet your record keeping responsibilities	Strongly agree	36.4%	27.6%	24.8%	25.6%	26.2%	27.1%	28.4%	21.8%	30.5%	25.8%	26.9%	28.0%	27.4%	20.5%	25.1%	27.0%
	Moderately agree	30.4%	32.5%	30.9%	29.6%	32.4%	30.1%	31.0%	30.6%	30.5%	31.1%	31.2%	24.8%	30.8%	33.4%	28.9%	31.1%
	Mildly agree	17.3%	17.4%	18.8%	19.8%	19.1%	18.3%	17.9%	20.2%	17.4%	18.8%	18.4%	16.1%	18.4%	17.2%	16.5%	18.5%
	Neither agree nor disagree	4.8%	6.5%	7.8%	7.2%	6.2%	6.3%	6.8%	6.2%	5.1%	7.1%	6.6%	6.9%	6.7%	6.8%	7.9%	6.6%
	Mildly disagree	6.0%	6.4%	7.8%	8.1%	6.6%	7.7%	6.9%	8.8%	7.2%	7.3%	7.2%	9.6%	7.2%	8.6%	7.6%	7.2%
	Moderately disagree	2.5%	4.2%	4.8%	4.6%	5.2%	4.4%	5.9%	4.9%	4.9%	4.7%	4.7%	5.5%	4.7%	5.6%	7.6%	4.6%
	Strongly disagree	2.0%	4.1%	4.5%	4.2%	3.8%	4.7%	3.8%	5.8%	4.1%	4.2%	4.1%	7.3%	4.0%	7.8%	5.8%	4.2%
	Don't know or doesn't apply	0.5%	1.3%	0.6%	1.0%	0.5%	0.6%	0.8%	0.7%	0.4%	1.0%	0.8%	1.8%	0.9%	0.0%	0.7%	0.8%
B4c Performance development is fairly and consistently applied in your workplace	Strongly agree	27.1%	20.7%	18.0%	19.2%	19.3%	19.1%	20.1%	18.3%	21.3%	19.3%	19.7%	18.7%	19.8%	16.7%	17.1%	19.8%
	Moderately agree	32.4%	28.7%	25.8%	26.8%	28.8%	29.3%	28.1%	28.7%	29.8%	27.7%	28.3%	26.9%	28.6%	24.7%	21.2%	28.6%
	Mildly agree	12.8%	15.6%	18.5%	17.3%	18.4%	16.8%	17.0%	16.6%	16.6%	17.0%	16.9%	16.9%	17.0%	15.9%	16.8%	16.8%
	Neither agree nor disagree	9.3%	12.4%	10.9%	9.9%	8.9%	11.5%	11.0%	10.8%	9.1%	11.6%	10.9%	12.8%	10.8%	13.6%	13.0%	10.9%
	Mildly disagree	4.8%	8.1%	9.2%	9.1%	8.4%	8.7%	8.3%	9.1%	8.4%	8.5%	8.6%	5.9%	8.5%	7.6%	9.6%	8.5%
	Moderately disagree	2.5%	4.6%	7.2%	8.5%	6.9%	5.5%	5.9%	6.5%	6.6%	5.9%	6.1%	6.4%	6.1%	5.6%	7.2%	6.0%
	Strongly disagree	3.3%	5.5%	7.7%	7.0%	7.2%	7.3%	6.5%	7.9%	7.1%	6.6%	6.6%	11.9%	6.4%	12.1%	12.3%	6.5%
	Don't know or doesn't apply	7.8%	4.4%	2.8%	2.2%	2.0%	1.7%	3.1%	2.3%	1.2%	3.4%	2.9%	0.5%	2.8%	3.8%	2.7%	2.9%
<b>B5. Please indicate your level of agreement with regards to your agency's culture of encouraging collaboration with:</b>																	
B5a Other public sector agencies	Strongly agree	20.5%	16.9%	16.2%	15.1%	17.1%	15.9%	17.0%	14.2%	19.3%	15.4%	16.3%	17.4%	16.4%	15.7%	14.0%	16.5%
	Moderately agree	28.0%	26.5%	25.2%	29.1%	24.0%	26.8%	26.7%	26.5%	30.1%	25.5%	26.7%	23.7%	27.1%	18.8%	21.2%	26.6%
	Mildly agree	14.1%	14.4%	17.8%	16.4%	20.1%	16.9%	16.5%	17.5%	19.2%	15.8%	16.6%	16.0%	16.5%	18.5%	18.8%	16.6%
	Neither agree nor disagree	12.4%	15.2%	16.6%	14.0%	14.6%	17.2%	15.2%	17.3%	12.9%	16.5%	15.7%	16.4%	15.5%	19.3%	15.1%	15.7%
	Mildly disagree	2.3%	3.7%	4.4%	4.1%	3.8%	3.9%	3.8%	4.0%	4.4%	3.6%	3.9%	4.1%	3.8%	4.8%	3.8%	3.8%
	Moderately disagree	0.0%	2.2%	2.3%	3.7%	3.8%	2.9%	2.7%	2.6%	2.5%	2.7%	2.6%	4.6%	2.6%	4.6%	4.8%	2.6%
	Strongly disagree	1.3%	1.3%	2.2%	2.1%	1.8%	2.9%	2.1%	2.2%	2.2%	2.0%	2.1%	1.8%	2.0%	3.8%	5.8%	2.0%
	Don't know or doesn't apply	21.5%	19.7%	15.4%	15.4%	14.8%	13.6%	16.1%	15.8%	9.2%	18.3%	16.1%	16.0%	16.1%	14.5%	16.4%	16.1%
B5b Not for profit organisations	Strongly agree	16.4%	14.6%	13.5%	12.1%	13.4%	12.9%	14.1%	11.2%	15.1%	12.9%	13.3%	16.6%	13.5%	13.7%	11.7%	13.5%
	Moderately agree	19.9%	20.4%	20.0%	19.9%	20.7%	20.6%	19.9%	22.0%	24.1%	19.2%	20.4%	19.4%	22.0%	15.7%	16.8%	20.4%
	Mildly agree	9.8%	13.2%	14.7%	15.5%	17.3%	15.3%	14.1%	17.1%	18.6%	13.3%	14.7%	13.8%	14.9%	11.7%	16.5%	14.6%
	Neither agree nor disagree	15.9%	18.1%	20.4%	18.7%	19.7%	21.1%	19.0%	21.4%	17.4%	20.2%	19.6%	19.4%	19.5%	22.3%	19.6%	19.6%
	Mildly disagree	2.0%	2.7%	4.4%	4.4%	2.0%	3.3%	3.3%	3.7%	3.1%	3.4%	3.3%	2.3%	3.3%	3.0%	1.0%	3.5%
	Moderately disagree	1.0%	2.1%	2.1%	3.7%	2.5%	2.3%	2.4%	2.2%	2.1%	2.4%	2.4%	3.7%	2.3%	3.8%	3.8%	2.4%
	Strongly disagree	1.0%	1.6%	1.9%	2.3%	1.9%	2.4%	2.1%	1.6%	2.3%	1.9%	2.0%	1.4%	1.9%	4.3%	4.8%	1.9%
	Don't know or doesn't apply	33.8%	27.2%	23.0%	23.4%	22.6%	22.0%	25.1%	20.8%	17.3%	26.7%	24.3%	23.5%	24.1%	25.4%	25.8%	24.2%

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?						Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability
<b>EPS question / response</b>																	
B5c Volunteer/community groups	Strongly agree	18.3%	17.9%	14.5%	15.0%	16.8%	16.2%	16.5%	15.5%	18.7%	15.4%	16.2%	16.2%	16.3%	15.0%	15.4%	16.2%
	Moderately agree	20.1%	20.2%	21.9%	21.4%	24.6%	23.9%	22.1%	22.8%	25.7%	21.2%	22.3%	23.1%	22.4%	18.8%	19.5%	22.3%
	Mildly agree	10.7%	13.7%	15.7%	17.5%	18.8%	16.1%	15.1%	18.4%	18.7%	14.7%	15.7%	16.7%	15.9%	13.5%	16.8%	15.7%
	Neither agree nor disagree	15.0%	17.4%	19.3%	16.1%	17.0%	18.0%	17.3%	18.5%	15.3%	18.3%	17.6%	18.5%	17.5%	19.8%	16.1%	17.6%
	Mildly disagree	1.5%	3.0%	4.0%	4.0%	2.4%	3.1%	3.1%	3.7%	3.1%	3.2%	3.2%	4.2%	3.3%	2.5%	1.7%	3.3%
	Moderately disagree	1.3%	2.0%	2.0%	3.5%	2.3%	1.9%	2.2%	2.0%	1.9%	2.3%	2.2%	3.2%	2.1%	3.1%	3.8%	2.1%
	Strongly disagree	0.8%	1.6%	1.6%	2.4%	1.5%	2.3%	1.8%	2.0%	2.0%	1.8%	1.9%	1.4%	1.6%	5.1%	4.8%	1.8%
Don't know or doesn't apply		32.3%	24.1%	21.0%	20.0%	16.5%	18.5%	21.9%	17.2%	14.6%	23.1%	21.1%	16.7%	20.8%	22.1%	21.9%	21.0%
<b>B6. Please indicate your level of agreement with regards to senior managers in your agency working collaboratively with people from:</b>																	
B6a Other divisions within your agency	Strongly agree	23.0%	16.1%	15.0%	13.8%	16.7%	16.7%	16.9%	13.1%	21.5%	14.4%	16.1%	16.1%	16.2%	13.9%	13.4%	16.3%
	Moderately agree	26.3%	26.1%	24.6%	27.4%	22.8%	24.6%	25.8%	23.0%	28.9%	24.1%	25.3%	25.3%	25.5%	21.5%	18.5%	25.5%
	Mildly agree	11.9%	13.9%	15.2%	17.0%	17.4%	15.3%	15.1%	16.0%	16.5%	14.9%	15.4%	11.5%	15.4%	14.9%	19.5%	15.0%
	Neither agree nor disagree	11.9%	12.9%	15.2%	12.5%	14.8%	14.7%	13.1%	17.5%	11.1%	14.8%	13.9%	15.7%	13.8%	17.5%	11.6%	14.2%
	Mildly disagree	1.5%	4.9%	4.9%	3.8%	4.8%	4.3%	4.1%	5.4%	4.1%	4.4%	4.3%	5.5%	4.3%	5.3%	5.1%	4.3%
	Moderately disagree	1.5%	3.1%	3.9%	4.6%	3.9%	3.6%	3.6%	3.5%	3.7%	3.6%	3.6%	2.8%	3.6%	4.6%	3.4%	3.6%
	Strongly disagree	1.0%	2.2%	3.0%	4.0%	3.1%	3.3%	2.9%	3.3%	2.9%	3.0%	2.9%	3.7%	2.8%	5.1%	7.2%	2.8%
Don't know or doesn't apply		22.8%	20.9%	18.1%	16.9%	16.4%	17.5%	18.5%	18.3%	11.4%	20.8%	18.4%	19.4%	18.5%	17.2%	21.2%	18.4%
B6b Other public sector agencies	Strongly agree	19.8%	13.7%	12.6%	10.4%	14.7%	13.4%	14.0%	10.6%	17.6%	12.0%	13.3%	13.4%	13.3%	13.6%	11.0%	13.4%
	Moderately agree	23.6%	24.2%	22.0%	24.4%	20.4%	22.8%	23.2%	22.2%	27.3%	21.5%	23.0%	21.3%	23.3%	19.0%	17.6%	23.1%
	Mildly agree	11.2%	12.6%	14.4%	16.3%	14.5%	13.7%	13.4%	15.7%	15.4%	13.4%	13.9%	14.4%	13.7%	15.9%	16.2%	13.7%
	Neither agree nor disagree	13.2%	16.0%	19.5%	16.1%	18.1%	18.1%	16.6%	20.6%	14.3%	18.3%	17.4%	18.5%	17.3%	20.5%	12.8%	17.6%
	Mildly disagree	1.5%	3.2%	3.5%	3.1%	3.8%	3.6%	3.2%	3.8%	4.3%	3.0%	3.3%	2.8%	3.3%	4.1%	4.5%	3.3%
	Moderately disagree	1.0%	1.5%	1.8%	3.2%	2.9%	2.6%	2.3%	2.2%	2.4%	2.2%	2.3%	2.3%	2.2%	2.3%	2.4%	2.3%
	Strongly disagree	0.5%	1.2%	2.3%	2.4%	2.4%	2.0%	1.8%	2.1%	1.4%	2.1%	1.9%	1.9%	1.8%	4.1%	5.9%	1.8%
Don't know or doesn't apply		29.2%	27.7%	23.8%	24.1%	23.3%	23.8%	25.5%	22.7%	17.3%	27.5%	24.9%	25.5%	25.1%	20.5%	29.7%	24.8%
<b>B7. Are you aware that Human Resource Standards exist in the public sector for:</b>																	
B7a Employment (incorporates recruitment, secondment, transfer and acting)?	Yes	87.9%	89.4%	88.3%	92.1%	93.8%	95.0%	91.7%	91.4%	96.1%	90.2%	91.7%	86.2%	91.8%	87.6%	89.7%	91.7%
	No	12.1%	10.6%	11.7%	7.9%	6.2%	5.0%	8.3%	8.6%	3.9%	9.8%	8.3%	13.8%	8.2%	12.4%	10.3%	8.3%
B7b Grievance resolution?	Yes	81.1%	86.9%	89.5%	92.6%	94.7%	96.3%	91.5%	91.6%	96.1%	89.9%	91.6%	87.2%	91.9%	85.5%	90.7%	91.6%
	No	18.9%	13.1%	10.5%	7.4%	5.3%	3.7%	8.5%	8.4%	3.9%	10.1%	8.4%	12.8%	8.1%	14.5%	9.3%	8.4%
B7c Performance management?	Yes	84.2%	87.8%	89.1%	93.0%	93.4%	95.1%	91.3%	91.7%	95.5%	89.9%	91.4%	89.4%	91.5%	88.0%	90.0%	91.4%
	No	15.8%	12.2%	10.9%	7.0%	6.6%	4.9%	8.7%	8.3%	4.5%	10.1%	8.6%	10.6%	8.5%	12.0%	10.0%	8.6%
B7d Redeployment, termination, and discipline?	Yes	81.7%	85.0%	86.0%	89.8%	91.8%	92.9%	88.8%	88.9%	94.0%	87.0%	88.9%	82.4%	89.0%	84.4%	87.6%	88.8%
	No	18.3%	15.0%	14.0%	10.2%	8.2%	7.1%	11.2%	11.1%	6.0%	13.0%	11.1%	17.6%	11.0%	15.6%	12.4%	11.2%
<b>B8. Have you undertaken training or been provided with information on your agency's internal grievance resolution procedures?</b>																	
Yes		45.7%	43.6%	46.0%	46.9%	49.2%	54.9%	47.9%	51.3%	60.2%	44.8%	48.7%	46.4%	48.9%	44.9%	42.6%	48.9%
No		54.3%	56.4%	54.0%	53.1%	50.8%	45.1%	52.1%	48.7%	39.8%	55.2%	51.3%	53.6%	51.1%	55.1%	57.4%	51.1%
<b>B9. Do you understand what courses of action are available to you should a breach of standard occur?</b>																	
Yes		30.3%	31.8%	32.7%	36.5%	42.1%	44.8%	36.7%	40.7%	51.4%	32.8%	37.5%	40.2%	37.7%	35.9%	33.8%	37.7%
No		33.1%	29.5%	28.4%	23.3%	20.5%	18.4%	24.4%	24.3%	16.1%	27.2%	24.3%	27.9%	24.1%	30.3%	24.1%	24.4%
No, but know where to find out		36.6%	38.7%	38.8%	40.1%	37.4%	36.9%	38.9%	34.9%	32.6%	40.0%	38.2%	32.0%	38.2%	33.8%	42.1%	37.9%
<b>B10. Does your agency have clearly documented employment policies and processes (includes recruitment, secondment, transfer and acting)?</b>																	
Yes		56.9%	53.1%	55.1%	61.0%	63.1%	66.2%	60.1%	58.8%	75.6%	54.4%	59.9%	53.2%	60.3%	53.0%	59.2%	59.9%
No		7.1%	7.5%	9.4%	8.2%	8.3%	7.4%	7.9%	8.4%	7.2%	8.3%	7.9%	12.4%	7.6%	12.4%	12.0%	7.8%
Don't know		36.0%	39.4%	35.5%	30.9%	28.6%	26.4%	32.1%	32.9%	17.3%	37.3%	32.2%	34.4%	32.1%	34.6%	28.8%	32.3%

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?						Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability
<b>EPS question / response</b>																	
<b>B11. Please indicate if your agency has clearly documented policies and procedures for the following and if you have confidence in these procedures:</b>																	
B11a1 Induction, training and professional development-(clearly documented)	Yes	77.8%	71.3%	72.5%	71.8%	74.2%	73.5%	72.5%	74.5%	77.0%	71.6%	73.1%	69.3%	73.3%	69.1%	68.1%	73.1%
	No	5.4%	10.0%	11.5%	12.8%	11.4%	11.2%	10.7%	11.7%	12.3%	10.5%	11.0%	11.3%	10.8%	12.8%	14.7%	10.8%
	Don't know	16.8%	18.8%	16.0%	15.4%	14.3%	15.2%	16.8%	13.7%	10.7%	17.9%	16.0%	19.3%	15.9%	18.2%	17.2%	16.1%
B11a2 Induction, training and professional development-(confidence)	Yes	68.4%	57.7%	55.7%	52.3%	55.8%	55.0%	56.3%	55.4%	59.3%	55.1%	56.3%	50.6%	56.5%	51.8%	46.5%	56.4%
	No	12.9%	22.8%	27.6%	31.5%	30.0%	28.5%	26.2%	29.7%	29.6%	25.9%	26.8%	28.7%	26.7%	28.3%	33.5%	26.7%
	Don't know	18.7%	19.5%	16.7%	16.3%	14.2%	16.6%	17.5%	14.9%	11.1%	19.0%	16.9%	20.7%	16.8%	19.9%	20.0%	16.9%
B11b1 Supervision and performance management-(clearly documented)	Yes	68.4%	68.1%	72.0%	77.7%	78.8%	81.7%	75.1%	76.8%	82.6%	73.0%	75.6%	70.8%	75.8%	70.8%	71.5%	75.6%
	No	5.3%	9.2%	10.5%	10.2%	8.3%	8.6%	8.9%	10.1%	9.7%	8.9%	9.0%	13.2%	9.1%	9.0%	11.8%	9.0%
	Don't know	26.3%	22.6%	17.5%	12.1%	12.9%	9.7%	16.1%	13.2%	7.8%	18.1%	15.4%	16.0%	15.1%	20.2%	16.7%	15.4%
B11b2 Supervision and performance management-(confidence)	Yes	59.9%	49.1%	48.0%	50.2%	51.6%	51.3%	50.4%	51.4%	53.8%	49.5%	50.6%	46.5%	51.0%	43.8%	43.2%	50.8%
	No	12.7%	25.9%	33.1%	35.4%	34.7%	36.3%	32.0%	32.4%	36.6%	30.4%	32.0%	36.0%	31.8%	34.0%	39.4%	31.8%
	Don't know	27.4%	25.0%	18.9%	14.5%	13.7%	12.4%	17.7%	16.2%	9.7%	20.1%	17.4%	17.3%	22.2%	17.4%	17.4%	
B11c1 Ensuring employee occupational health and safety-(clearly documented)	Yes	81.7%	80.1%	81.1%	83.2%	85.6%	84.6%	81.8%	85.9%	86.5%	81.4%	82.8%	81.8%	83.1%	77.3%	77.2%	83.0%
	No	3.8%	5.8%	8.2%	7.7%	7.2%	7.1%	7.0%	6.9%	7.2%	6.9%	6.9%	8.9%	6.8%	9.7%	13.1%	6.7%
	Don't know	14.6%	14.1%	10.7%	9.1%	7.2%	8.3%	11.1%	7.2%	6.3%	11.7%	10.3%	9.3%	10.1%	13.0%	9.7%	10.3%
B11c2 Ensuring employee occupational health and safety-(confidence)	Yes	75.9%	67.0%	65.3%	63.9%	67.5%	64.2%	65.4%	67.6%	71.4%	64.0%	66.0%	62.1%	66.4%	55.9%	57.4%	66.2%
	No	9.4%	16.1%	21.5%	22.5%	23.5%	25.0%	21.1%	22.1%	21.1%	21.2%	21.2%	23.6%	20.9%	26.2%	31.3%	20.9%
	Don't know	14.7%	16.9%	13.2%	13.5%	9.0%	10.8%	13.6%	10.2%	7.5%	14.8%	12.8%	14.4%	12.7%	17.9%	11.3%	12.9%
B11d1 Conduct and discipline processes-(clearly documented)	Yes	68.4%	66.4%	69.3%	73.9%	76.2%	79.1%	72.6%	74.2%	81.3%	70.1%	72.9%	73.4%	73.5%	65.3%	70.0%	73.2%
	No	5.3%	8.5%	10.3%	9.3%	8.4%	7.7%	8.2%	9.6%	8.2%	8.6%	8.5%	8.4%	8.3%	13.0%	12.2%	8.3%
	Don't know	26.3%	25.1%	20.4%	16.8%	15.5%	13.3%	19.2%	16.2%	10.5%	21.3%	18.5%	18.2%	18.3%	21.7%	17.8%	18.5%
B11d2 Conduct and discipline processes-(confidence)	Yes	54.4%	45.5%	43.4%	42.3%	43.7%	43.6%	45.0%	41.7%	48.5%	42.9%	44.4%	40.0%	44.7%	37.8%	36.0%	44.6%
	No	12.5%	24.3%	31.6%	35.0%	35.0%	36.3%	30.6%	34.7%	36.8%	29.5%	31.4%	36.5%	31.0%	37.2%	42.4%	31.1%
	Don't know	33.1%	30.2%	25.0%	22.7%	21.3%	20.1%	24.4%	23.6%	14.7%	27.6%	24.2%	23.5%	24.3%	24.9%	21.6%	24.3%
B11e1 Classification and classification review processes-(clearly documented)	Yes	40.6%	40.3%	41.8%	47.5%	48.1%	48.7%	44.9%	44.3%	55.5%	41.2%	44.9%	42.7%	45.2%	39.3%	40.1%	45.2%
	No	4.6%	9.2%	12.8%	11.7%	10.3%	11.0%	10.3%	11.8%	11.5%	10.3%	10.6%	11.8%	10.5%	13.7%	12.5%	10.5%
	Don't know	54.8%	50.6%	45.4%	40.9%	41.6%	40.3%	44.7%	43.9%	32.9%	48.5%	44.5%	45.5%	44.3%	47.0%	47.4%	44.3%
B11e2 Classification and classification review processes-(confidence)	Yes	32.1%	28.8%	29.6%	29.5%	30.1%	29.7%	30.2%	27.4%	37.3%	27.0%	29.6%	25.4%	29.9%	22.2%	23.2%	29.7%
	No	10.8%	16.9%	22.2%	24.4%	24.1%	25.0%	21.5%	23.1%	25.6%	20.4%	21.9%	20.2%	21.5%	27.8%	27.4%	21.7%
	Don't know	57.1%	54.2%	48.2%	46.1%	45.8%	45.4%	48.3%	49.5%	37.2%	52.6%	48.5%	54.3%	48.6%	50.0%	49.4%	48.5%
B11f1 Grievance resolution processes-(clearly documented)	Yes	58.7%	61.1%	65.8%	68.4%	75.6%	78.4%	69.3%	70.9%	79.8%	66.2%	69.7%	65.6%	70.0%	61.4%	67.5%	69.9%
	No	5.1%	7.8%	9.7%	9.1%	7.7%	6.8%	7.6%	8.9%	7.2%	8.1%	7.9%	9.9%	7.7%	12.4%	10.4%	7.7%
	Don't know	36.2%	31.2%	24.5%	22.5%	16.6%	14.8%	23.1%	20.2%	12.9%	25.7%	22.4%	24.5%	22.3%	26.2%	22.1%	22.4%
B11f2 Grievance resolution processes-(confidence)	Yes	46.5%	39.3%	39.6%	37.9%	40.7%	42.8%	41.3%	38.6%	49.4%	37.8%	40.8%	39.4%	41.1%	32.4%	36.4%	40.8%
	No	12.5%	19.9%	27.1%	28.3%	32.6%	31.7%	26.0%	31.1%	30.1%	25.9%	27.0%	28.2%	26.7%	32.4%	34.5%	26.8%
	Don't know	41.0%	40.9%	33.3%	33.8%	26.6%	25.4%	32.6%	30.3%	20.5%	36.3%	32.2%	32.4%	32.1%	35.1%	29.2%	32.4%
B11g1 Redeployment processes-(clearly documented)	Yes	36.5%	39.1%	41.4%	48.0%	51.9%	52.3%	45.8%	46.2%	59.8%	41.2%	46.1%	41.1%	46.4%	37.9%	40.4%	46.3%
	No	5.1%	9.2%	13.0%	11.9%	9.6%	10.0%	10.0%	11.7%	10.8%	10.2%	10.3%	13.4%	10.1%	15.2%	12.9%	10.2%
	Don't know	58.4%	51.7%	45.6%	40.0%	38.5%	37.7%	44.2%	42.1%	29.4%	48.6%	43.6%	45.5%	43.5%	46.9%	46.7%	43.4%
B11g2 Redeployment processes-(confidence)	Yes	31.5%	24.8%	26.3%	28.3%	29.2%	28.6%	28.5%	23.8%	37.0%	24.3%	27.6%	25.3%	27.8%	20.2%	23.5%	27.6%
	No	9.9%	16.8%	21.4%	22.6%	24.7%	25.2%	20.8%	24.8%	26.6%	19.7%	21.5%	23.0%	21.3%	25.8%	28.0%	21.3%
	Don't know	58.6%	58.4%	52.3%	49.1%	46.1%	46.2%	50.8%	51.4%	36.4%	56.0%	50.9%	51.7%	50.9%	54.0%	48.5%	51.1%

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?							Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability	
EPS question / response																		
<b>B12. Have you felt any Human Resource Management decision made in your agency in the past 12 months was not compliant with the Standards?</b>																		
	Yes, and it was relevant to the Standards and I took action	1.8%	4.7%	5.0%	5.4%	5.2%	4.3%	4.1%	6.4%	5.7%	4.2%	4.7%	4.3%	4.7%	4.4%	7.0%	4.5%	
	Yes, and it was relevant to the Standards but I took no action	6.8%	13.2%	15.4%	15.8%	16.6%	15.1%	14.4%	15.2%	15.8%	14.2%	14.6%	13.9%	14.2%	21.7%	21.3%	14.3%	
	No	91.4%	82.1%	79.7%	78.8%	78.2%	80.5%	81.5%	78.4%	78.5%	81.6%	80.7%	81.8%	81.1%	73.9%	71.7%	81.1%	
<b>B13. If you commenced employment within your agency in the past 12 months, did you participate in an induction program?</b>																		
	Yes	75.2%	18.7%	8.3%	5.9%	5.7%	3.1%	11.7%	12.5%	6.1%	13.8%	11.7%	18.1%	11.4%	21.0%	7.5%	12.1%	
	No	17.0%	9.9%	5.4%	4.5%	2.9%	2.4%	5.4%	6.8%	4.4%	6.1%	5.6%	7.6%	5.5%	7.9%	7.8%	5.6%	
	Does not apply	7.8%	71.4%	86.3%	89.6%	91.4%	94.5%	82.9%	80.7%	89.5%	80.1%	82.7%	74.3%	83.1%	71.1%	84.6%	82.4%	
<b>B14. If you have been employed in your agency for more than 12 months, have you participated in one or more performance development meetings with your supervisor in the past 12 months?</b>																		
	Yes	11.6%	64.4%	67.7%	66.9%	68.9%	67.0%	63.2%	66.4%	65.4%	63.2%	63.9%	60.0%	64.1%	60.5%	64.4%	63.7%	
	No	6.7%	21.0%	23.3%	23.9%	24.6%	25.9%	23.8%	19.7%	26.8%	21.7%	22.9%	24.2%	23.0%	23.0%	25.7%	22.9%	
	Does not apply	81.7%	14.6%	9.0%	9.3%	6.5%	7.1%	13.1%	13.9%	7.8%	15.1%	13.2%	15.8%	13.0%	16.6%	9.9%	13.3%	
<b>B15. How often do you meet with your immediate supervisor, either formally or informally in a setting that allows for discussion about performance and development matters?</b>																		
	Fortnightly or more frequently	48.7%	32.9%	31.8%	31.4%	31.2%	28.9%	32.5%	29.0%	39.4%	29.4%	31.5%	46.9%	31.8%	33.5%	29.9%	31.9%	
	Monthly	21.6%	18.2%	16.7%	15.7%	15.3%	15.4%	16.7%	16.5%	15.7%	16.9%	16.7%	12.2%	16.8%	13.0%	15.6%	16.6%	
	Six Monthly	13.5%	21.0%	19.0%	20.9%	21.2%	23.7%	22.1%	17.3%	18.7%	21.7%	21.2%	15.5%	21.1%	18.7%	22.4%	21.0%	
	Annually	2.8%	13.0%	19.0%	19.1%	18.7%	18.5%	15.3%	22.4%	14.2%	17.6%	16.9%	11.7%	16.6%	19.4%	15.0%	16.9%	
	Never	13.5%	14.9%	13.4%	12.9%	13.6%	13.5%	13.4%	14.8%	12.0%	14.4%	13.7%	13.6%	13.6%	15.3%	17.0%	13.6%	
<b>C1. Please indicate your level of agreement with the following statements.</b>																		
C1a Confidential information in your workplace is only disclosed to appropriate people	Strongly agree	56.2%	45.8%	41.1%	42.3%	40.9%	41.4%	43.8%	40.5%	45.5%	42.3%	42.9%	47.8%	43.2%	40.0%	36.9%	43.2%	
	Moderately agree	23.7%	26.4%	26.1%	25.9%	28.8%	26.8%	26.6%	26.2%	27.6%	26.2%	26.9%	15.5%	26.7%	23.8%	23.5%	26.7%	
	Mildly agree	6.8%	9.4%	11.6%	11.1%	10.2%	11.6%	10.6%	10.6%	11.6%	10.3%	10.6%	14.0%	10.7%	10.9%	13.3%	10.5%	
	Neither agree nor disagree	3.8%	3.0%	4.2%	4.5%	2.8%	4.2%	3.5%	5.0%	3.1%	4.0%	3.8%	4.3%	3.7%	5.6%	2.4%	3.8%	
	Mildly disagree	2.3%	5.3%	6.9%	5.3%	8.2%	6.2%	5.7%	7.3%	5.5%	6.2%	6.1%	4.8%	6.2%	3.3%	7.5%	6.0%	
	Moderately disagree	1.5%	3.2%	3.6%	3.8%	3.3%	3.2%	3.3%	3.4%	2.9%	3.4%	3.4%	2.9%	3.3%	3.5%	6.8%	3.2%	
	Strongly disagree	1.5%	4.0%	4.0%	4.7%	3.1%	3.6%	3.5%	4.9%	2.9%	4.0%	3.7%	8.2%	3.5%	8.1%	7.2%	3.6%	
	Don't know or doesn't apply	4.3%	2.9%	2.5%	2.4%	2.6%	2.9%	3.1%	2.0%	0.9%	3.5%	2.9%	2.4%	2.7%	4.8%	2.4%	2.8%	
C1b Decisions about purchasing are influenced by favouritism, gifts or incentives	Strongly agree	3.0%	3.4%	2.8%	2.7%	2.4%	2.3%	2.6%	3.2%	2.5%	2.8%	2.7%	6.8%	2.6%	5.6%	4.1%	2.7%	
	Moderately agree	2.8%	2.1%	2.2%	3.0%	2.4%	1.9%	2.0%	2.8%	1.6%	2.5%	2.3%	3.4%	2.3%	2.8%	3.1%	2.2%	
	Mildly agree	3.3%	3.9%	4.7%	4.7%	3.8%	3.0%	3.8%	4.0%	2.9%	4.1%	3.8%	5.8%	3.7%	5.6%	4.5%	3.8%	
	Neither agree nor disagree	13.6%	11.0%	13.1%	10.4%	10.3%	11.1%	10.8%	13.9%	7.7%	12.6%	11.3%	14.6%	11.2%	16.8%	12.0%	11.3%	
	Mildly disagree	3.3%	3.4%	4.3%	5.3%	4.3%	3.8%	3.9%	4.4%	3.3%	4.3%	4.0%	7.3%	4.1%	3.3%	3.8%	4.0%	
	Moderately disagree	9.8%	9.1%	8.6%	9.4%	9.2%	8.6%	9.2%	8.1%	9.5%	8.9%	9.1%	3.4%	9.0%	9.1%	8.2%	9.0%	
	Strongly disagree	37.1%	44.8%	45.0%	47.8%	51.0%	54.5%	49.3%	45.4%	65.6%	42.6%	48.6%	40.8%	49.0%	35.3%	45.7%	48.6%	
	Don't know or doesn't apply	27.0%	22.4%	19.2%	16.6%	16.7%	14.8%	18.4%	18.3%	6.9%	22.3%	18.3%	18.0%	18.1%	21.6%	18.6%	18.3%	
C1c Your agency actively encourages ethical behaviour by all of its employees	Strongly agree	59.0%	52.7%	47.3%	48.5%	50.6%	50.9%	52.0%	45.7%	56.5%	48.7%	50.7%	46.9%	51.0%	42.8%	42.1%	50.9%	
	Moderately agree	22.9%	23.5%	24.2%	23.1%	21.7%	22.9%	22.9%	24.3%	22.0%	23.6%	23.4%	17.4%	23.3%	21.8%	24.0%	23.3%	
	Mildly agree	9.3%	11.2%	12.9%	13.9%	13.4%	11.3%	11.6%	13.7%	11.4%	12.3%	12.1%	12.6%	12.0%	14.4%	12.7%	12.0%	
	Neither agree nor disagree	4.8%	5.6%	7.1%	6.0%	5.2%	7.0%	5.9%	7.6%	3.9%	7.1%	6.2%	10.1%	6.1%	9.6%	5.8%	6.3%	
	Mildly disagree	0.8%	2.3%	3.2%	3.1%	4.4%	3.2%	2.8%	3.5%	2.4%	3.1%	3.0%	3.9%	3.0%	3.0%	5.1%	2.9%	
	Moderately disagree	0.8%	1.4%	1.8%	1.8%	1.0%	1.5%	1.5%	1.3%	1.2%	1.6%	1.5%	2.9%	1.5%	2.0%	2.7%	1.4%	
	Strongly disagree	1.0%	1.8%	2.0%	2.2%	2.8%	2.4%	2.0%	2.8%	1.9%	2.2%	2.1%	2.9%	1.9%	4.8%	6.2%	2.0%	
	Don't know or doesn't apply	1.5%	1.5%	1.4%	1.3%	0.9%	0.9%	1.3%	1.0%	0.7%	1.4%	1.1%	3.4%	1.2%	1.5%	1.4%	1.2%	

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?						Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability
EPS question / response																	
C1d Senior managers in your agency lead by example in ethical behaviour	Strongly agree	50.8%	36.8%	33.1%	34.5%	37.2%	35.2%	36.8%	32.9%	42.3%	34.0%	36.1%	32.4%	36.2%	29.9%	28.4%	36.2%
	Moderately agree	26.3%	27.5%	25.3%	24.4%	23.0%	24.2%	25.4%	24.3%	25.2%	25.2%	25.3%	18.1%	25.6%	19.2%	21.2%	25.4%
	Mildly agree	8.1%	10.8%	12.7%	14.7%	11.2%	11.8%	11.6%	12.8%	11.3%	12.1%	11.8%	14.7%	12.0%	11.6%	13.4%	11.8%
	Neither agree nor disagree	5.8%	7.7%	10.0%	7.5%	8.2%	9.0%	7.9%	10.3%	4.7%	9.6%	8.3%	12.7%	8.2%	12.9%	7.5%	8.5%
	Mildly disagree	2.0%	5.3%	6.2%	5.5%	7.1%	6.3%	5.7%	6.2%	5.3%	6.0%	5.8%	4.4%	5.7%	7.6%	7.5%	5.8%
	Moderately disagree	1.0%	3.4%	4.7%	4.8%	5.3%	4.8%	4.3%	4.6%	4.8%	4.1%	4.3%	4.9%	4.2%	7.3%	10.3%	4.1%
	Strongly disagree	1.5%	4.9%	4.7%	5.5%	5.9%	5.7%	4.9%	6.1%	4.2%	5.4%	5.1%	7.8%	5.0%	7.8%	9.2%	5.0%
	Don't know or doesn't apply	4.5%	3.5%	3.3%	3.2%	2.0%	3.1%	3.3%	2.8%	2.1%	3.6%	3.2%	4.8%	3.2%	3.5%	2.4%	3.2%
C1e Your immediate supervisor demonstrates honesty and integrity	Strongly agree	67.0%	61.5%	54.8%	59.7%	59.1%	58.3%	60.3%	54.2%	64.4%	57.2%	59.1%	52.4%	59.3%	52.0%	51.9%	59.3%
	Moderately agree	18.9%	18.1%	22.6%	19.1%	17.9%	17.8%	18.5%	21.0%	17.1%	19.7%	19.1%	16.5%	19.2%	17.8%	17.1%	19.1%
	Mildly agree	4.0%	7.3%	7.3%	7.7%	7.7%	7.8%	7.2%	7.7%	6.4%	7.6%	7.3%	7.3%	7.3%	8.6%	7.8%	7.3%
	Neither agree nor disagree	3.0%	4.0%	5.6%	4.8%	4.7%	6.0%	4.7%	6.2%	3.6%	5.5%	4.9%	9.7%	4.9%	7.6%	6.8%	5.0%
	Mildly disagree	2.5%	2.8%	4.3%	2.5%	4.3%	2.6%	3.2%	3.1%	2.3%	3.4%	3.1%	4.4%	3.2%	3.0%	5.1%	3.1%
	Moderately disagree	1.0%	1.7%	1.5%	2.1%	2.3%	2.6%	2.1%	1.8%	2.2%	2.0%	2.1%	1.9%	1.9%	4.3%	3.1%	2.0%
	Strongly disagree	1.5%	3.2%	3.0%	3.2%	3.0%	3.1%	2.6%	4.4%	2.6%	3.1%	3.0%	5.8%	2.9%	4.8%	7.5%	2.8%
	Don't know or doesn't apply	2.0%	1.4%	0.9%	0.9%	1.1%	1.9%	1.3%	1.5%	1.4%	1.4%	1.4%	1.9%	1.4%	1.8%	0.7%	1.4%
C1f Your agency promotes management practices and processes that create and sustain a culture of integrity	Strongly agree	48.4%	36.5%	31.6%	32.4%	34.6%	34.4%	35.5%	32.4%	39.7%	33.2%	34.8%	31.7%	35.1%	27.2%	26.7%	35.1%
	Moderately agree	27.6%	28.1%	27.7%	27.0%	24.0%	25.2%	26.8%	25.4%	27.1%	26.4%	26.6%	25.9%	26.8%	23.4%	26.0%	26.5%
	Mildly agree	7.3%	11.7%	13.1%	14.0%	12.7%	13.2%	12.5%	12.8%	13.3%	12.3%	12.7%	8.3%	12.5%	15.0%	9.6%	12.6%
	Neither agree nor disagree	7.6%	8.5%	10.6%	9.5%	9.8%	9.9%	9.1%	11.0%	6.9%	10.4%	9.5%	12.2%	9.4%	13.0%	8.2%	9.6%
	Mildly disagree	2.0%	4.5%	5.4%	5.3%	7.2%	5.6%	5.1%	6.0%	4.2%	5.7%	5.3%	4.4%	5.3%	5.1%	8.9%	5.1%
	Moderately disagree	1.0%	3.3%	3.7%	4.1%	5.5%	4.3%	4.0%	3.9%	3.9%	3.9%	3.9%	7.3%	3.9%	5.9%	6.8%	3.8%
	Strongly disagree	1.3%	4.1%	4.5%	5.1%	4.3%	5.1%	4.0%	6.2%	3.9%	4.6%	4.5%	6.8%	4.3%	7.9%	11.3%	4.2%
	Don't know or doesn't apply	4.8%	3.2%	3.4%	2.6%	1.9%	2.2%	3.0%	2.4%	0.9%	3.5%	2.8%	3.4%	2.8%	2.5%	2.4%	2.8%
C1g Your agency is committed to managing conflicts of interest and communicates relevant information to staff	Strongly agree	41.6%	29.9%	27.1%	26.3%	28.9%	28.5%	30.0%	25.0%	35.2%	26.9%	28.9%	29.4%	29.0%	27.9%	24.3%	29.0%
	Moderately agree	28.4%	25.5%	23.1%	23.5%	21.4%	22.9%	24.1%	22.3%	25.4%	23.3%	23.9%	19.9%	24.0%	19.5%	20.5%	23.9%
	Mildly agree	9.4%	13.9%	14.0%	17.5%	15.5%	14.6%	14.2%	16.1%	14.1%	14.7%	14.7%	10.9%	14.8%	11.4%	12.8%	14.7%
	Neither agree nor disagree	5.3%	8.6%	11.7%	9.5%	9.3%	10.2%	9.4%	10.5%	7.7%	10.4%	9.6%	12.9%	9.6%	13.7%	9.4%	9.8%
	Mildly disagree	3.0%	6.1%	8.9%	7.1%	7.8%	7.1%	6.9%	7.6%	5.6%	7.5%	7.0%	9.0%	7.1%	6.1%	11.1%	7.0%
	Moderately disagree	2.3%	3.9%	4.7%	4.5%	5.7%	5.5%	4.5%	5.9%	4.2%	4.9%	4.7%	6.5%	4.7%	5.6%	5.2%	4.7%
	Strongly disagree	1.8%	4.8%	5.1%	6.6%	5.7%	6.1%	5.0%	7.2%	5.3%	5.4%	5.4%	7.0%	5.1%	10.7%	12.2%	5.2%
	Don't know or doesn't apply	8.1%	7.3%	5.3%	5.1%	5.7%	5.0%	6.0%	5.3%	2.4%	7.0%	5.9%	4.5%	5.8%	5.1%	4.5%	5.8%
<b>C2. Please indicate your level of agreement with the following statements.</b>																	
C2a You are treated with respect by your immediate supervisor	Strongly agree	74.6%	62.7%	56.9%	59.3%	59.3%	60.9%	61.7%	57.9%	64.3%	59.7%	60.8%	59.5%	61.2%	53.2%	52.7%	61.1%
	Moderately agree	14.4%	20.8%	22.7%	20.8%	21.7%	18.7%	20.2%	20.6%	19.0%	20.7%	20.4%	16.1%	20.2%	20.8%	20.9%	20.2%
	Mildly agree	5.0%	6.2%	9.3%	9.1%	8.1%	8.2%	8.0%	7.8%	6.5%	8.3%	8.0%	6.3%	7.9%	9.4%	6.5%	8.0%
	Neither agree nor disagree	1.8%	2.9%	3.2%	2.8%	2.0%	3.1%	2.6%	3.7%	2.9%	2.9%	2.8%	4.4%	2.8%	4.3%	4.1%	2.8%
	Mildly disagree	2.5%	2.0%	2.8%	2.4%	3.4%	3.1%	2.6%	3.4%	2.3%	2.9%	2.7%	5.4%	2.7%	4.3%	5.8%	2.7%
	Moderately disagree	0.8%	2.1%	2.0%	1.7%	2.4%	2.7%	2.2%	2.2%	2.2%	2.2%	2.2%	2.0%	2.1%	3.0%	5.1%	2.1%
	Strongly disagree	0.5%	2.8%	2.8%	3.7%	2.8%	2.8%	2.5%	3.9%	2.3%	2.9%	2.7%	5.9%	2.6%	5.1%	4.5%	2.7%
	Don't know or doesn't apply	0.5%	0.6%	0.2%	0.2%	0.4%	0.5%	0.4%	0.5%	0.6%	0.4%	0.4%	0.5%	0.4%	0.0%	0.3%	0.4%
C2b You are treated with respect by other employees in your agency	Strongly agree	62.8%	48.5%	43.0%	44.8%	45.2%	48.8%	48.4%	43.7%	47.9%	47.3%	47.5%	42.2%	47.9%	39.6%	41.9%	47.6%
	Moderately agree	23.8%	29.4%	34.1%	33.0%	31.8%	32.2%	31.5%	31.7%	32.9%	31.2%	31.7%	29.4%	31.7%	31.2%	30.6%	31.6%
	Mildly agree	6.3%	12.2%	11.8%	11.9%	12.0%	10.0%	10.8%	12.1%	9.5%	11.5%	11.1%	12.3%	11.1%	10.7%	10.7%	11.1%
	Neither agree nor disagree	1.0%	3.7%	3.1%	2.7%	3.0%	2.7%	2.8%	3.5%	2.5%	3.1%	2.8%	5.9%	2.8%	5.1%	3.8%	2.9%
	Mildly disagree	2.5%	3.0%	4.0%	3.7%	3.7%	3.2%	3.2%	4.4%	4.0%	3.2%	3.4%	4.4%	3.3%	5.6%	4.5%	3.4%
	Moderately disagree	2.0%	1.7%	2.3%	2.1%	2.1%	1.8%	1.9%	2.5%	1.8%	2.1%	1.9%	3.4%	1.8%	4.6%	4.8%	1.9%
	Strongly disagree	1.0%	1.2%	1.6%	1.5%	1.8%	1.1%	1.3%	1.7%	1.3%	1.3%	1.3%	2.5%	1.2%	3.0%	3.8%	1.3%
	Don't know or doesn't apply	0.5%	0.2%	0.1%	0.3%	0.4%	0.2%	0.2%	0.3%	0.1%	0.3%	0.2%	0.0%	0.2%	0.3%	0.0%	0.2%



Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?						Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability
EPS question / response																	
C2c Your co-workers demonstrate honesty and integrity in the workplace	Strongly agree	59.6%	47.8%	42.7%	46.0%	46.1%	47.6%	47.9%	43.3%	47.3%	46.8%	47.0%	41.0%	47.4%	36.9%	43.5%	47.0%
	Moderately agree	24.0%	31.0%	33.4%	30.5%	32.1%	33.9%	31.9%	32.7%	33.3%	31.7%	32.2%	31.2%	32.2%	31.0%	32.2%	32.1%
	Mildly agree	7.6%	11.6%	12.1%	13.5%	10.6%	9.3%	10.9%	11.2%	10.5%	11.0%	10.9%	11.7%	10.9%	12.7%	10.6%	10.9%
	Neither agree nor disagree	4.0%	3.4%	3.9%	2.8%	3.7%	3.7%	3.2%	5.0%	3.3%	3.7%	3.5%	5.9%	3.4%	8.1%	2.4%	3.7%
	Mildly disagree	2.3%	2.9%	4.1%	4.0%	4.2%	2.7%	3.1%	4.2%	3.4%	3.3%	3.3%	5.9%	3.2%	6.1%	4.5%	3.3%
	Moderately disagree	1.0%	1.6%	2.1%	1.7%	1.5%	1.1%	1.4%	1.9%	1.3%	1.6%	1.5%	2.0%	1.5%	2.0%	3.1%	1.4%
	Strongly disagree	1.0%	1.2%	0.9%	0.9%	1.5%	1.0%	1.0%	1.3%	0.9%	1.2%	1.1%	2.0%	1.0%	2.0%	3.4%	1.0%
	Don't know or doesn't apply	0.5%	0.4%	0.8%	0.6%	0.3%	0.6%	0.6%	0.3%	0.2%	0.7%	0.5%	0.5%	0.5%	1.0%	0.3%	0.5%
C2d Employees in your workplace behave ethically, professionally and fairly when making decisions that affect their clients and customers	Strongly agree	61.7%	47.6%	43.0%	45.4%	44.1%	46.1%	46.7%	44.5%	45.2%	46.6%	46.4%	42.9%	46.8%	35.0%	43.5%	46.4%
	Moderately agree	22.6%	30.1%	32.7%	32.1%	32.8%	33.2%	31.9%	31.5%	34.0%	30.9%	31.9%	25.9%	31.8%	33.5%	29.8%	31.8%
	Mildly agree	7.4%	10.9%	12.1%	11.3%	11.7%	9.4%	10.6%	10.6%	11.6%	10.3%	10.5%	12.2%	10.6%	11.0%	7.9%	10.7%
	Neither agree nor disagree	4.1%	4.2%	4.2%	3.9%	4.3%	4.2%	3.7%	5.6%	3.5%	4.4%	4.1%	6.8%	3.9%	8.7%	5.8%	4.1%
	Mildly disagree	1.3%	3.0%	4.0%	3.0%	3.2%	3.8%	3.1%	4.6%	3.2%	3.4%	3.3%	6.8%	3.3%	5.4%	5.1%	3.3%
	Moderately disagree	1.0%	1.2%	1.5%	1.6%	1.6%	1.1%	1.3%	1.3%	1.3%	1.3%	1.3%	2.0%	1.3%	1.8%	4.1%	1.2%
	Strongly disagree	0.3%	1.2%	1.0%	1.1%	1.0%	1.0%	0.9%	1.3%	0.8%	1.1%	1.0%	2.4%	0.9%	2.0%	2.4%	1.0%
Don't know or doesn't apply	1.8%	1.9%	1.5%	1.7%	1.3%	1.2%	1.7%	0.7%	0.4%	1.9%	1.5%	1.0%	1.4%	2.6%	1.4%	1.5%	
C2e Employees in your workplace are committed to providing excellent customer service and make a positive difference to the community	Strongly agree	59.5%	47.4%	44.9%	48.3%	49.2%	48.2%	48.6%	46.4%	46.5%	48.7%	48.2%	44.1%	48.7%	37.6%	49.8%	48.0%
	Moderately agree	24.1%	29.9%	31.5%	29.3%	27.4%	30.9%	30.0%	29.3%	33.0%	28.8%	29.9%	28.4%	29.9%	29.5%	25.3%	30.1%
	Mildly agree	8.1%	11.5%	12.0%	11.8%	13.9%	10.4%	11.0%	12.8%	11.7%	11.2%	11.4%	9.8%	11.2%	15.7%	9.9%	11.4%
	Neither agree nor disagree	3.3%	4.6%	4.7%	3.6%	4.7%	4.3%	4.1%	5.1%	3.5%	4.6%	4.3%	6.9%	4.1%	7.8%	6.8%	4.2%
	Mildly disagree	2.3%	2.5%	2.8%	4.1%	2.1%	2.2%	2.4%	3.5%	2.8%	2.5%	2.6%	2.9%	2.5%	3.8%	3.4%	2.6%
	Moderately disagree	1.5%	1.5%	1.2%	1.3%	1.1%	1.5%	1.4%	1.3%	1.3%	1.4%	1.3%	5.9%	1.3%	2.3%	2.4%	1.4%
	Strongly disagree	0.3%	0.8%	1.2%	0.8%	0.6%	0.9%	0.9%	0.9%	0.7%	0.9%	0.9%	0.5%	0.9%	1.0%	2.0%	0.8%
	Don't know or doesn't apply	1.0%	1.7%	1.6%	1.0%	0.9%	1.5%	1.5%	0.7%	0.4%	0.7%	1.4%	1.5%	1.3%	2.0%	0.3%	1.4%
C2f People who report unethical behaviour in your workplace are protected from victimisation and harassment	Strongly agree	25.5%	21.3%	19.0%	19.9%	19.3%	21.8%	20.9%	20.6%	29.0%	17.9%	20.7%	21.6%	21.0%	16.9%	21.2%	20.7%
	Moderately agree	9.8%	12.6%	13.8%	13.5%	13.6%	14.7%	13.7%	13.3%	17.7%	12.3%	13.6%	14.2%	13.8%	9.3%	9.9%	13.8%
	Mildly agree	3.5%	5.4%	5.8%	6.3%	7.3%	5.8%	5.5%	7.2%	5.2%	6.0%	5.8%	7.8%	5.9%	5.6%	4.1%	5.9%
	Neither agree nor disagree	9.6%	10.4%	14.4%	10.6%	13.0%	12.5%	11.6%	13.3%	11.2%	12.4%	12.0%	13.2%	12.0%	15.2%	13.7%	11.9%
	Mildly disagree	2.5%	4.7%	5.7%	5.2%	5.4%	5.1%	4.8%	6.0%	4.9%	5.1%	5.1%	4.9%	5.0%	6.3%	6.5%	5.0%
	Moderately disagree	1.0%	3.3%	3.3%	4.3%	4.4%	4.1%	3.4%	4.7%	3.4%	3.8%	3.7%	3.9%	3.6%	5.1%	4.8%	3.7%
	Strongly disagree	1.8%	5.7%	6.1%	7.7%	6.5%	6.4%	5.7%	7.8%	5.7%	6.3%	6.0%	10.3%	6.0%	8.6%	10.2%	6.0%
Don't know or doesn't apply	46.2%	36.5%	31.9%	32.7%	30.5%	29.6%	34.3%	27.1%	23.0%	36.2%	33.1%	24.0%	32.8%	33.1%	29.7%	33.0%	
<b>C3. Please indicate if your agency has the following in place:</b>																	
C3a Policies and procedures that assist employees in managing	Yes	69.4%	62.0%	64.4%	66.0%	68.0%	67.6%	64.1%	71.8%	74.9%	62.5%	65.5%	74.8%	65.8%	62.9%	65.1%	65.7%
	No	0.5%	2.8%	3.2%	3.2%	3.8%	3.7%	3.2%	2.8%	3.5%	3.1%	3.2%	2.9%	3.0%	6.3%	6.2%	3.1%
	Don't know	30.1%	35.3%	32.4%	30.8%	28.3%	28.7%	32.6%	25.4%	21.7%	34.4%	31.3%	22.3%	31.1%	30.7%	28.8%	31.2%
C3b A policy and procedure regarding receiving and giving of gifts	Yes	66.2%	68.2%	69.2%	71.1%	68.2%	69.1%	68.4%	71.2%	76.0%	66.7%	69.0%	68.3%	68.9%	70.2%	69.8%	68.9%
	No	1.5%	1.7%	3.6%	2.8%	4.1%	4.0%	3.3%	2.5%	3.8%	2.9%	3.1%	5.0%	3.1%	5.3%	4.5%	3.1%
	Don't know	32.2%	30.1%	27.3%	26.0%	27.6%	26.9%	28.3%	26.2%	20.2%	30.5%	27.9%	26.7%	28.1%	24.4%	25.8%	28.0%
C3c Policies and procedures for reporting unethical behaviour,	Yes	77.2%	74.8%	76.0%	78.4%	78.7%	79.4%	76.5%	80.9%	84.6%	75.0%	77.4%	77.6%	77.8%	77.8%	77.4%	77.4%
	No	0.5%	1.8%	3.4%	2.4%	3.5%	3.1%	2.8%	2.5%	2.5%	2.8%	2.7%	4.4%	2.6%	4.6%	5.2%	2.7%
	Don't know	22.3%	23.4%	20.6%	19.2%	17.8%	17.5%	20.7%	16.6%	13.0%	22.2%	19.9%	18.0%	19.6%	23.6%	17.2%	20.0%
<b>C4. Have you been aware of an occurrence of unethical behaviour in your workplace in the past 12 months?</b>																	
C4 Have you been aware of an occurrence of unethical behaviour in your workplace	No	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%
	Yes	11.6%	22.2%	24.7%	26.3%	24.5%	23.0%	22.0%	27.7%	27.5%	21.6%	23.1%	27.4%	22.7%	30.9%	33.2%	22.8%
	No	88.4%	77.8%	75.3%	73.7%	75.5%	77.0%	78.0%	72.1%	72.5%	78.3%	76.9%	72.1%	77.3%	69.1%	66.8%	77.1%

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?							Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability	
<b>EPS question / response</b>																		
<b>C5. If you have been aware of unethical behaviour in your workplace, which broad category of conduct does it relate to and how often has it occurred?</b>																		
C5a. Communication and official information (e.g. unauthorised disclosure of information)	Not indicated	93.5%	85.7%	82.8%	81.1%	83.9%	84.5%	86.6%	71.8%	83.6%	84.6%	84.5%	79.5%	84.8%	77.4%	78.4%	84.6%	
	Indicated	6.5%	14.3%	17.2%	18.9%	16.1%	15.5%	13.4%	28.2%	16.4%	15.4%	15.5%	20.5%	15.2%	22.6%	21.6%	15.4%	
	Frequency:																	
	1 to 3 occasions	28.6%	37.2%	32.9%	34.2%	36.7%	36.6%	34.8%	36.2%	39.3%	33.6%	35.3%	30.8%	35.7%	30.0%	28.8%	35.7%	
	4 to 6 occasions	14.3%	11.7%	12.7%	10.8%	15.3%	9.9%	10.7%	14.4%	13.6%	10.9%	11.4%	17.9%	11.4%	11.3%	9.6%	12.0%	
	7 to 10 occasions	0.0%	4.6%	2.3%	3.8%	4.1%	1.4%	3.0%	2.9%	4.0%	2.6%	2.9%	2.6%	2.8%	5.0%	5.8%	2.7%	
More than 10 occasions	0.0%	3.1%	6.6%	4.4%	6.1%	4.5%	4.4%	6.2%	3.3%	5.1%	4.8%	5.1%	4.7%	6.3%	15.4%	4.2%		
Don't know	57.1%	43.4%	45.5%	46.8%	37.8%	47.6%	47.1%	40.3%	39.7%	47.8%	45.6%	43.6%	45.4%	47.5%	40.4%	45.3%		
C5b. Conflicts of interest	Not indicated	92.4%	85.8%	82.1%	80.0%	82.6%	83.7%	85.6%	72.3%	82.6%	84.0%	83.7%	80.4%	84.0%	76.8%	77.3%	83.9%	
	Indicated	7.6%	14.2%	17.9%	20.0%	17.4%	16.3%	14.4%	27.7%	17.4%	16.0%	16.3%	19.6%	16.0%	23.2%	22.7%	16.1%	
	Frequency:																	
	1 to 3 occasions	45.8%	34.4%	40.2%	35.8%	46.4%	34.3%	38.0%	35.5%	43.9%	34.4%	37.5%	32.4%	38.1%	28.6%	31.6%	38.0%	
	4 to 6 occasions	4.2%	11.5%	10.5%	12.7%	11.8%	13.7%	11.0%	14.1%	9.4%	12.9%	11.6%	20.6%	12.0%	11.9%	15.8%	11.9%	
	7 to 10 occasions	8.3%	3.1%	2.7%	4.6%	2.7%	4.0%	2.8%	6.5%	3.8%	3.6%	3.7%	0.0%	3.4%	6.0%	0.0%	3.8%	
More than 10 occasions	0.0%	8.3%	2.7%	4.6%	4.5%	6.0%	5.7%	3.6%	3.5%	6.0%	5.3%	2.9%	4.8%	8.3%	10.5%	4.7%		
Don't know	41.7%	42.7%	43.8%	42.2%	34.5%	42.0%	42.6%	40.3%	39.4%	43.1%	41.9%	44.1%	41.7%	45.2%	42.1%	41.6%		
C5c. Fraudulent and corrupt behaviour	Not indicated	94.3%	87.6%	83.7%	83.8%	85.6%	86.0%	88.0%	74.5%	85.0%	86.4%	86.1%	83.2%	86.4%	78.6%	79.8%	86.2%	
	Indicated	5.7%	12.4%	16.3%	16.2%	14.4%	14.0%	12.0%	25.5%	15.0%	13.6%	13.9%	16.8%	13.6%	21.4%	20.2%	13.8%	
	Frequency:																	
	1 to 3 occasions	10.0%	20.2%	15.3%	19.5%	26.7%	22.9%	19.7%	21.3%	28.0%	17.0%	20.3%	18.8%	20.1%	20.8%	22.2%	20.2%	
	4 to 6 occasions	5.0%	4.5%	3.5%	5.4%	4.0%	4.1%	4.1%	5.1%	4.6%	3.8%	4.5%	0.0%	4.1%	5.2%	5.6%	4.3%	
	7 to 10 occasions	0.0%	2.2%	2.0%	1.3%	3.0%	0.8%	1.3%	2.6%	1.5%	1.7%	1.7%	0.0%	1.7%	1.3%	0.0%	1.8%	
More than 10 occasions	5.0%	6.2%	4.0%	0.7%	5.0%	1.5%	3.3%	3.4%	3.1%	3.4%	3.3%	3.1%	3.3%	3.9%	3.7%	3.2%		
Don't know	80.0%	66.9%	75.2%	73.2%	61.4%	70.7%	71.6%	67.7%	62.8%	74.1%	70.3%	78.1%	70.9%	68.8%	68.5%	70.5%		
C5d. Improper use of internet/email	Not indicated	93.2%	87.1%	83.0%	81.4%	83.6%	85.4%	87.1%	73.1%	83.0%	85.7%	85.0%	83.3%	85.3%	78.4%	79.4%	85.1%	
	Indicated	6.8%	12.9%	17.0%	18.6%	16.4%	14.6%	12.9%	26.9%	17.0%	14.3%	15.0%	16.7%	14.7%	21.6%	20.6%	14.9%	
	Frequency:																	
	1 to 3 occasions	28.0%	19.6%	18.3%	22.4%	23.2%	26.5%	23.7%	18.8%	30.6%	18.8%	22.2%	25.0%	23.0%	12.2%	24.1%	22.0%	
	4 to 6 occasions	4.0%	4.3%	7.4%	5.6%	10.7%	3.7%	4.8%	7.9%	5.9%	5.4%	5.8%	3.1%	5.1%	11.0%	3.7%	5.8%	
	7 to 10 occasions	0.0%	1.6%	0.5%	5.6%	1.8%	2.6%	2.3%	2.1%	2.1%	2.4%	2.2%	3.1%	2.1%	4.9%	0.0%	2.5%	
More than 10 occasions	16.0%	15.2%	14.9%	13.0%	10.7%	7.7%	11.7%	14.6%	10.4%	13.1%	12.4%	9.4%	12.7%	8.5%	18.5%	12.1%		
Don't know	52.0%	59.2%	58.9%	53.4%	53.6%	59.6%	57.6%	56.5%	51.0%	60.4%	57.4%	59.4%	57.1%	63.4%	53.7%	57.7%		
C5e. Personal behaviour (e.g. inappropriate language, misuse of drugs or alcohol, disrespectful)	Not indicated	90.2%	82.1%	78.2%	77.3%	78.8%	80.9%	82.8%	67.0%	77.5%	81.5%	80.5%	78.5%	80.9%	71.7%	73.1%	80.6%	
	Indicated	9.8%	17.9%	21.8%	22.7%	21.2%	19.1%	17.2%	33.0%	22.5%	18.5%	19.5%	21.5%	19.1%	28.3%	26.9%	19.4%	
	Frequency:																	
	1 to 3 occasions	42.4%	40.8%	31.3%	37.5%	42.0%	36.5%	37.4%	36.2%	44.4%	33.8%	37.1%	33.3%	37.0%	34.3%	29.7%	37.5%	
	4 to 6 occasions	12.1%	15.9%	17.7%	14.0%	17.5%	15.7%	15.7%	17.3%	17.3%	15.7%	15.8%	25.6%	16.6%	8.1%	24.3%	15.6%	
	7 to 10 occasions	0.0%	6.5%	4.9%	4.5%	6.3%	7.2%	5.6%	6.7%	5.5%	5.8%	6.0%	0.0%	5.9%	6.1%	6.8%	5.8%	
More than 10 occasions	18.2%	17.6%	20.0%	17.5%	19.6%	14.6%	17.0%	19.6%	12.9%	19.7%	17.6%	17.9%	16.7%	26.3%	18.9%	17.4%		
Don't know	27.3%	19.2%	26.0%	26.5%	14.7%	26.0%	24.2%	20.2%	19.9%	25.1%	23.6%	23.1%	23.8%	25.3%	20.3%	23.6%		
C5f. Record keeping and use of information	Not indicated	94.0%	87.7%	84.1%	83.7%	86.5%	86.8%	88.5%	74.4%	86.2%	86.5%	86.5%	81.9%	86.8%	79.1%	79.1%	86.7%	
	Indicated	6.0%	12.3%	15.9%	16.3%	13.5%	13.2%	11.5%	25.6%	13.8%	13.5%	13.5%	18.1%	13.2%	20.9%	20.9%	13.3%	
	Frequency:																	
	1 to 3 occasions	15.0%	14.7%	13.2%	16.3%	21.7%	17.9%	15.4%	17.8%	20.4%	14.2%	16.2%	16.1%	15.6%	19.5%	19.0%	15.9%	
	4 to 6 occasions	10.0%	5.9%	5.4%	5.0%	8.7%	3.0%	4.8%	6.4%	6.1%	4.6%	5.2%	3.2%	5.5%	2.6%	3.4%	5.3%	
	7 to 10 occasions	0.0%	3.5%	1.0%	2.1%	1.1%	1.1%	0.9%	3.8%	0.8%	2.0%	1.6%	3.2%	1.5%	3.9%	1.7%	1.7%	
More than 10 occasions	5.0%	7.1%	8.8%	3.5%	5.4%	3.8%	6.2%	5.1%	4.5%	6.3%	5.8%	6.5%	6.0%	3.9%	17.2%	5.1%		
Don't know	70.0%	68.8%	71.7%	73.0%	63.0%	74.1%	72.7%	66.9%	68.2%	72.8%	71.2%	71.0%	71.5%	70.1%	58.6%	72.0%		



Demographic group	EPS question / response	To the nearest 12 months how long have you worked in the public sector as a total?						Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability
C5g. Theft (e.g. stationery, computers)	Not indicated	94.6%	89.2%	84.9%	85.5%	87.7%	87.5%	89.3%	77.0%	87.5%	87.4%	87.5%	84.1%	87.9%	79.9%	83.0%	87.6%
	Indicated	5.4%	10.8%	15.1%	14.5%	12.3%	12.5%	10.7%	23.0%	12.5%	12.6%	12.5%	15.9%	12.1%	20.1%	17.0%	12.4%
	Frequency:																
	1 to 3 occasions	10.5%	13.2%	12.2%	7.4%	9.5%	9.8%	10.3%	11.4%	11.4%	10.2%	10.6%	12.5%	10.6%	6.4%	6.5%	10.7%
	4 to 6 occasions	0.0%	1.3%	4.1%	1.5%	4.8%	4.7%	3.5%	2.7%	3.2%	3.4%	3.2%	6.3%	2.9%	5.1%	6.5%	3.0%
	7 to 10 occasions	0.0%	1.3%	0.0%	0.7%	1.2%	1.6%	1.0%	0.9%	1.4%	1.0%	1.0%	3.1%	0.9%	1.3%	0.0%	1.0%
More than 10 occasions	0.0%	2.5%	2.5%	2.2%	4.8%	2.0%	1.9%	5.0%	2.7%	2.6%	2.8%	0.0%	2.9%	1.3%	8.7%	2.4%	
Don't know	89.5%	81.8%	81.2%	88.1%	79.8%	81.9%	83.3%	79.9%	81.4%	82.9%	82.5%	78.1%	82.7%	85.9%	78.3%	82.8%	
C5h. Use of public resources (e.g. vehicles, computers)	Not indicated	92.9%	88.4%	84.5%	83.9%	87.1%	86.4%	88.5%	75.3%	85.6%	86.9%	86.6%	82.7%	87.0%	78.4%	81.9%	86.7%
	Indicated	7.1%	11.6%	15.5%	16.1%	12.9%	13.6%	11.5%	24.7%	14.4%	13.1%	13.4%	17.3%	13.0%	21.6%	18.1%	13.3%
	Frequency:																
	1 to 3 occasions	24.0%	13.1%	10.8%	15.2%	16.1%	20.0%	15.7%	14.5%	21.4%	13.3%	15.8%	10.8%	15.7%	13.1%	14.6%	15.6%
	4 to 6 occasions	0.0%	5.6%	4.1%	4.8%	4.3%	3.0%	3.7%	5.3%	4.8%	3.8%	4.1%	2.7%	4.3%	2.4%	2.1%	4.2%
	7 to 10 occasions	4.0%	2.5%	2.6%	2.8%	0.0%	1.5%	2.3%	1.3%	2.0%	2.0%	2.1%	0.0%	1.9%	3.6%	2.1%	1.9%
More than 10 occasions	4.0%	5.6%	3.6%	6.2%	7.5%	3.0%	3.7%	7.9%	4.8%	4.4%	4.8%	2.7%	4.7%	4.8%	12.5%	4.3%	
Don't know	68.0%	73.1%	79.0%	71.0%	72.0%	72.6%	74.6%	71.1%	66.9%	76.5%	73.3%	83.8%	73.4%	76.2%	68.8%	73.9%	
<b>C6 If you have been aware of an occurrence of unethical behaviour in your workplace, did you report it?</b>																	
	Always	13.6%	17.3%	20.4%	26.8%	24.7%	26.8%	21.7%	27.0%	36.4%	17.2%	22.9%	26.9%	23.8%	13.0%	26.0%	22.5%
	Sometimes	25.0%	38.8%	35.5%	34.2%	37.4%	33.8%	35.0%	36.5%	32.2%	36.7%	35.3%	42.3%	34.8%	42.3%	41.7%	35.3%
	Never	38.6%	27.2%	24.9%	25.0%	27.3%	21.1%	26.0%	21.6%	16.7%	28.3%	24.7%	25.0%	24.3%	30.9%	22.9%	24.9%
	Does not apply	22.7%	16.7%	19.3%	14.0%	10.6%	18.4%	17.2%	14.9%	14.7%	17.7%	17.1%	5.8%	17.1%	13.8%	9.4%	17.2%
<b>C7 During the past 12 months how often have you been subjected to bullying or harassment in your workplace?</b>																	
	1 to 3 occasions	10.9%	16.1%	21.5%	20.7%	21.5%	19.0%	18.4%	21.0%	21.3%	18.1%	18.9%	20.7%	19.1%	18.4%	21.5%	18.9%
	4 to 6 occasions	2.3%	4.6%	5.7%	4.9%	6.3%	5.4%	5.0%	6.0%	5.6%	5.0%	5.1%	8.4%	5.0%	7.6%	8.5%	5.0%
	7 to 10 occasions	0.8%	2.1%	1.2%	2.0%	2.0%	1.4%	1.6%	1.9%	1.5%	1.7%	1.5%	1.5%	1.9%	2.8%	2.0%	1.6%
	More than 10 occasions	1.0%	3.0%	3.3%	3.2%	3.0%	3.4%	3.1%	3.2%	3.2%	3.1%	3.1%	4.9%	3.0%	5.5%	6.8%	3.0%
	Never	81.8%	65.9%	60.1%	60.9%	62.2%	63.7%	65.0%	59.7%	63.8%	64.1%	64.1%	55.2%	64.4%	53.9%	53.6%	64.2%
	Not sure	3.3%	8.2%	8.2%	8.3%	4.9%	7.0%	7.0%	8.1%	4.5%	8.2%	7.2%	9.4%	7.0%	11.8%	7.5%	7.3%
<b>C8 Are you familiar with the WA Public Sector Code of Ethics?</b>																	
	Yes	66.1%	65.1%	66.8%	71.0%	76.8%	74.2%	69.4%	73.9%	79.9%	66.9%	70.3%	70.6%	70.4%	69.0%	75.7%	70.0%
	No	33.9%	34.9%	33.2%	29.0%	23.2%	25.8%	30.6%	26.1%	20.1%	33.1%	29.7%	29.4%	29.6%	31.0%	24.3%	30.0%
<b>C9 Are you familiar with your agency's Code of Conduct?</b>																	
	Yes	81.5%	79.3%	81.7%	85.7%	89.0%	86.9%	83.6%	86.1%	91.0%	81.7%	84.1%	82.7%	84.3%	81.3%	85.7%	84.0%
	No	18.5%	20.7%	18.3%	14.3%	11.0%	13.1%	16.4%	13.9%	9.0%	18.3%	15.9%	17.3%	15.7%	18.7%	14.3%	16.0%
<b>D1 Are you aware of the Public Interest Disclosure Act 2003 (the PID Act) and how to make a disclosure?</b>																	
	Yes	19.6%	19.6%	22.8%	26.7%	28.2%	29.5%	25.2%	24.6%	37.1%	21.0%	25.1%	25.6%	25.1%	25.8%	30.3%	24.9%
	No, but know where to find out	38.5%	37.8%	34.1%	34.6%	32.6%	36.7%	35.6%	36.3%	36.3%	35.6%	36.0%	30.0%	36.0%	33.4%	31.6%	35.9%
	No	41.8%	42.6%	43.1%	38.7%	39.2%	33.8%	39.1%	39.1%	26.6%	43.4%	38.9%	44.3%	39.0%	40.8%	38.1%	39.1%
<b>D2 Would you use the PID Act to make a disclosure to the proper authority if you were aware of improper conduct in your workplace?</b>																	
	Always	28.6%	25.7%	28.1%	29.9%	33.2%	34.4%	30.1%	30.8%	40.5%	26.7%	30.2%	30.4%	30.4%	27.6%	31.4%	30.1%
	Sometimes	14.8%	18.3%	18.8%	17.9%	18.6%	17.9%	17.6%	20.4%	20.0%	17.4%	18.1%	17.6%	18.2%	18.5%	19.1%	18.1%
	Never	3.3%	3.6%	3.8%	4.6%	2.9%	4.2%	3.8%	3.9%	3.7%	4.0%	4.0%	2.5%	3.7%	6.8%	7.8%	3.8%
	Don't know	53.3%	52.4%	49.3%	47.7%	45.3%	43.5%	48.5%	44.9%	35.8%	51.9%	47.7%	49.5%	47.7%	47.1%	41.6%	48.0%
<b>D3. If you made a public interest disclosure under the PID Act, how often are you confident that:</b>																	
D3a Your rights would be protected	Always	32.1%	20.9%	18.5%	19.1%	20.4%	20.4%	20.6%	20.5%	26.2%	18.7%	20.4%	26.6%	20.7%	18.7%	16.9%	20.8%
	Sometimes	13.5%	16.7%	19.6%	20.5%	19.6%	20.5%	18.9%	19.6%	22.5%	17.8%	19.2%	16.3%	19.4%	15.1%	17.2%	19.1%
	Never	2.0%	5.6%	9.5%	10.2%	9.2%	10.2%	7.9%	11.2%	7.9%	8.8%	8.5%	11.8%	8.1%	14.9%	20.0%	8.2%
	Don't know	52.3%	56.9%	52.3%	50.3%	50.8%	48.9%	52.5%	48.7%	43.3%	54.7%	51.9%	45.3%	51.8%	51.3%	45.9%	52.0%

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?							Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability	
EPS question / response																		
D3b Your agency PID Officer would adequately investigate the matter	Always	31.4%	22.2%	21.1%	19.7%	22.6%	22.9%	22.6%	21.6%	29.2%	20.1%	22.2%	29.6%	22.6%	16.5%	19.7%	22.4%	
	Sometimes	11.0%	13.8%	15.9%	18.1%	18.2%	18.1%	16.1%	17.6%	19.3%	15.4%	16.6%	11.3%	16.5%	17.0%	15.9%	16.4%	
	Never	1.3%	3.8%	5.6%	6.8%	5.3%	6.0%	4.6%	7.8%	4.8%	5.4%	5.2%	6.4%	5.0%	9.5%	11.7%	5.0%	
	Don't know	56.4%	60.2%	57.4%	55.4%	53.8%	53.0%	56.7%	53.0%	46.7%	59.2%	56.0%	52.7%	55.9%	57.1%	52.8%	56.2%	
D3c A Proper Authority (for example your own agency, Public Sector Commission, Ombudsman, Corruption	Always	32.1%	22.9%	20.6%	21.2%	23.5%	24.3%	23.4%	22.5%	29.5%	21.0%	23.0%	28.9%	23.3%	19.0%	21.8%	23.1%	
	Sometimes	11.0%	14.5%	17.5%	18.9%	17.8%	19.7%	17.2%	18.5%	20.8%	16.3%	17.5%	14.4%	17.6%	16.4%	17.3%	17.4%	
	Never	1.3%	3.3%	4.7%	5.4%	4.6%	5.1%	3.9%	6.5%	4.0%	4.5%	4.4%	6.0%	4.2%	7.7%	9.0%	4.3%	
	Don't know	55.6%	59.2%	57.2%	54.4%	54.2%	50.9%	55.6%	52.5%	45.7%	58.2%	55.0%	50.7%	54.9%	56.9%	51.9%	55.2%	
<b>E1. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																		
E1a Your workplace culture supports people to achieve a suitable work/life balance	Strongly agree	54.8%	37.1%	29.0%	31.6%	26.5%	23.7%	31.2%	28.0%	28.6%	31.2%	30.4%	32.7%	30.4%	31.0%	24.7%	30.8%	
	Moderately agree	24.2%	29.2%	29.4%	28.0%	30.3%	30.2%	28.8%	31.1%	30.5%	28.9%	29.4%	25.7%	29.7%	22.8%	26.0%	29.5%	
	Mildly agree	8.1%	16.0%	17.0%	16.7%	16.7%	16.5%	15.8%	17.1%	16.1%	16.1%	16.2%	15.3%	16.1%	18.5%	18.2%	16.0%	
	Neither agree nor disagree	3.0%	4.7%	5.8%	5.5%	6.7%	6.8%	5.7%	6.0%	5.4%	5.9%	5.7%	7.4%	5.6%	8.9%	5.5%	5.8%	
	Mildly disagree	4.0%	4.7%	6.4%	6.0%	7.0%	7.7%	6.5%	5.7%	6.4%	6.2%	6.3%	5.4%	6.2%	6.3%	6.8%	6.3%	
	Moderately disagree	2.8%	3.2%	5.6%	6.2%	4.4%	7.2%	5.3%	5.6%	6.4%	5.0%	5.4%	5.9%	5.4%	4.6%	5.8%	5.4%	
	Strongly disagree	1.8%	4.2%	5.7%	5.0%	7.0%	6.9%	5.6%	5.4%	6.2%	5.4%	5.5%	6.9%	5.5%	5.6%	12.0%	5.3%	
Don't know or doesn't apply	1.3%	0.8%	1.2%	1.0%	1.4%	1.0%	1.0%	1.2%	0.5%	1.3%	1.1%	0.5%	1.1%	0.5%	1.0%	1.0%		
E1b Taking up flexible work options and leave arrangements would limit your career in your agency	Strongly agree	11.1%	11.1%	13.7%	12.2%	12.6%	11.0%	12.4%	9.8%	13.5%	11.3%	11.8%	13.5%	11.5%	17.7%	16.2%	11.7%	
	Moderately agree	10.6%	13.8%	14.8%	14.1%	14.2%	16.6%	14.8%	14.4%	17.9%	13.6%	14.7%	15.5%	14.7%	14.7%	13.1%	14.6%	
	Mildly agree	9.6%	14.8%	14.4%	14.4%	14.5%	12.9%	14.1%	12.5%	14.8%	13.5%	13.8%	14.0%	13.9%	14.4%	12.8%	13.9%	
	Neither agree nor disagree	17.2%	14.6%	14.3%	14.0%	13.6%	14.8%	13.8%	17.3%	11.9%	15.4%	14.5%	15.5%	14.6%	14.4%	16.9%	14.4%	
	Mildly disagree	7.3%	7.7%	9.7%	8.9%	8.1%	8.2%	8.3%	8.8%	8.1%	8.5%	8.4%	8.5%	8.4%	8.6%	9.0%	8.4%	
	Moderately disagree	16.2%	13.7%	10.3%	12.6%	13.6%	12.7%	12.6%	13.3%	13.0%	12.6%	12.8%	8.0%	13.0%	8.9%	11.4%	12.8%	
	Strongly disagree	15.4%	13.8%	12.6%	12.0%	12.3%	12.5%	13.2%	11.5%	13.0%	12.8%	12.8%	13.5%	13.0%	10.1%	10.3%	13.0%	
Don't know or doesn't apply	12.6%	10.6%	10.1%	11.7%	11.2%	11.2%	10.7%	12.3%	7.7%	12.2%	11.1%	11.5%	11.0%	11.1%	10.3%	11.1%		
E1c Your agency's policies support the use of flexible work options and leave arrangements and provide relevant information to staff	Strongly agree	42.8%	26.9%	21.6%	19.6%	19.9%	20.2%	24.0%	18.8%	22.2%	23.2%	22.8%	26.9%	22.8%	25.0%	20.7%	23.0%	
	Moderately agree	23.7%	26.8%	24.3%	25.2%	24.7%	26.9%	26.1%	24.8%	27.4%	25.2%	25.8%	21.9%	25.9%	23.7%	24.5%	25.8%	
	Mildly agree	11.8%	16.7%	17.1%	19.2%	16.6%	17.3%	16.9%	17.6%	18.1%	16.6%	17.2%	14.4%	17.2%	16.6%	15.5%	17.2%	
	Neither agree nor disagree	8.8%	9.7%	10.6%	11.5%	10.8%	9.6%	9.7%	11.7%	9.1%	10.5%	10.0%	13.4%	10.1%	9.7%	10.7%	10.1%	
	Mildly disagree	2.3%	5.8%	6.4%	7.6%	7.6%	7.5%	6.3%	7.8%	6.4%	6.7%	6.6%	7.0%	6.6%	7.9%	6.6%	6.7%	
	Moderately disagree	0.8%	2.9%	5.2%	4.1%	6.3%	5.6%	4.5%	4.9%	5.3%	4.3%	4.6%	3.5%	4.6%	3.8%	5.5%	4.5%	
	Strongly disagree	1.3%	3.9%	7.3%	5.1%	6.7%	5.5%	5.4%	5.2%	5.5%	5.3%	5.4%	4.5%	5.2%	7.9%	10.0%	5.2%	
Don't know or doesn't apply	8.6%	7.2%	7.6%	7.9%	7.4%	7.4%	7.1%	9.1%	6.1%	8.0%	7.5%	8.5%	7.6%	5.4%	6.6%	7.5%		
E1d Your immediate supervisor supports the use of flexible work options and leave arrangements and accommodates the needs of employees	Strongly agree	50.4%	41.3%	33.5%	33.8%	33.5%	30.4%	35.9%	32.1%	32.2%	36.1%	35.1%	33.0%	35.3%	29.5%	34.4%	35.1%	
	Moderately agree	23.0%	23.4%	24.5%	23.7%	22.2%	24.9%	24.3%	22.6%	26.1%	23.3%	24.0%	24.5%	23.8%	28.5%	20.5%	24.2%	
	Mildly agree	8.9%	11.1%	12.1%	13.5%	13.6%	14.2%	12.4%	13.7%	13.7%	12.3%	12.8%	12.0%	12.9%	10.1%	11.5%	12.8%	
	Neither agree nor disagree	6.3%	7.0%	7.8%	8.8%	7.4%	8.9%	7.6%	9.4%	7.5%	8.1%	7.9%	9.5%	7.9%	9.1%	9.0%	7.9%	
	Mildly disagree	1.0%	4.5%	4.6%	5.5%	4.8%	4.3%	4.4%	4.7%	4.8%	4.2%	4.4%	3.0%	4.4%	4.3%	3.5%	4.4%	
	Moderately disagree	1.3%	2.2%	4.0%	3.7%	5.5%	3.6%	3.2%	4.3%	4.0%	3.2%	3.4%	4.0%	3.4%	3.8%	5.6%	3.3%	
	Strongly disagree	1.3%	3.9%	5.6%	4.1%	5.1%	3.9%	4.2%	4.6%	3.4%	4.5%	4.2%	5.5%	4.2%	5.8%	9.4%	4.1%	
Don't know or doesn't apply	7.8%	6.7%	7.8%	7.0%	8.0%	9.9%	8.0%	8.6%	8.2%	8.2%	8.1%	8.5%	8.1%	8.8%	6.3%	8.2%		
<b>E2. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																		
E2a Your agency has supported you in feeling confident in working with people from different diversity groups	Strongly agree	44.1%	37.3%	33.6%	32.5%	34.7%	32.1%	35.0%	31.8%	36.4%	33.7%	34.3%	35.5%	34.5%	29.3%	32.2%	34.4%	
	Moderately agree	25.6%	29.8%	27.5%	30.4%	28.1%	27.6%	28.3%	29.2%	29.0%	28.3%	28.5%	25.4%	28.8%	24.0%	26.0%	28.5%	
	Mildly agree	8.9%	11.6%	15.9%	15.1%	13.9%	14.6%	13.3%	16.4%	14.1%	13.8%	14.0%	10.7%	13.9%	15.7%	13.0%	14.0%	
	Neither agree nor disagree	10.9%	12.0%	12.6%	11.7%	10.8%	13.9%	12.4%	12.5%	11.6%	12.7%	12.4%	13.7%	12.5%	13.1%	11.6%	12.6%	
	Mildly disagree	2.0%	1.9%	2.5%	2.6%	3.4%	3.2%	2.7%	2.7%	2.7%	2.7%	2.7%	2.0%	2.6%	4.8%	4.1%	2.6%	
	Moderately disagree	1.0%	0.8%	1.4%	1.5%	1.9%	2.1%	1.5%	1.9%	1.3%	1.6%	1.5%	3.6%	1.5%	1.8%	4.1%	1.5%	
	Strongly disagree	1.0%	1.4%	1.5%	2.2%	2.1%	2.0%	1.7%	1.9%	1.7%	1.8%	1.7%	5.6%	1.5%	6.6%	4.5%	1.7%	
Don't know or doesn't apply	6.6%	5.2%	5.0%	4.0%	5.0%	4.4%	5.1%	3.6%	3.2%	5.3%	4.8%	3.6%	4.8%	4.8%	4.5%	4.8%		

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?							Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability	
<b>EPS question / response</b>																		
E2b Your agency is committed to creating a diverse workforce	Strongly agree	50.3%	37.5%	32.1%	30.3%	33.3%	31.2%	34.7%	30.1%	36.5%	32.9%	33.7%	34.0%	33.8%	31.5%	32.4%	33.8%	
	Moderately agree	23.9%	26.9%	27.1%	27.0%	28.1%	26.0%	26.8%	26.4%	27.7%	26.4%	26.9%	21.8%	27.1%	20.6%	20.7%	26.9%	
	Mildly agree	8.6%	14.0%	16.6%	17.7%	14.5%	15.6%	14.7%	17.1%	15.6%	15.1%	15.2%	13.7%	15.2%	16.5%	14.8%	15.3%	
	Neither agree nor disagree	6.6%	10.4%	13.8%	14.3%	11.9%	15.0%	12.5%	14.6%	11.3%	13.5%	12.9%	14.7%	13.0%	13.2%	17.2%	12.8%	
	Mildly disagree	1.8%	2.3%	2.7%	1.9%	1.8%	2.3%	2.2%	2.7%	2.4%	2.2%	2.2%	2.5%	2.2%	4.1%	3.1%	2.2%	
	Moderately disagree	0.3%	0.8%	1.2%	1.7%	2.6%	1.5%	1.3%	1.5%	1.2%	1.4%	1.3%	3.0%	1.3%	2.3%	3.4%	1.3%	
	Strongly disagree	0.8%	1.3%	1.1%	1.6%	1.5%	1.5%	1.2%	1.8%	1.2%	1.4%	1.3%	5.6%	1.2%	4.3%	3.4%	1.2%	
	Don't know or doesn't apply	7.9%	6.9%	5.3%	5.6%	6.3%	6.8%	6.5%	5.8%	4.1%	7.1%	6.4%	4.6%	6.3%	7.6%	4.8%	6.4%	
E2c Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in your workplace	Strongly agree	6.8%	7.0%	4.8%	4.6%	5.9%	4.8%	5.4%	5.6%	4.8%	5.6%	5.5%	5.6%	5.3%	6.1%	7.8%	5.4%	
	Moderately agree	2.5%	4.7%	5.6%	5.9%	5.8%	4.3%	4.9%	5.1%	4.4%	5.1%	4.9%	6.1%	4.8%	6.3%	6.5%	4.9%	
	Mildly agree	3.5%	4.9%	8.4%	6.3%	6.3%	6.4%	6.1%	7.1%	5.6%	6.5%	6.2%	7.6%	6.1%	9.1%	8.5%	6.2%	
	Neither agree nor disagree	6.3%	7.1%	7.0%	7.6%	7.9%	7.4%	7.0%	8.2%	5.9%	7.7%	7.2%	9.6%	7.0%	10.9%	9.2%	7.2%	
	Mildly disagree	4.8%	6.0%	6.5%	5.2%	6.1%	5.3%	5.6%	6.1%	5.8%	5.7%	5.8%	4.0%	5.6%	8.6%	7.2%	5.7%	
	Moderately disagree	8.1%	12.4%	13.0%	14.7%	14.2%	13.3%	12.8%	14.1%	13.3%	13.0%	13.2%	8.1%	13.1%	13.2%	12.3%	13.1%	
	Strongly disagree	62.8%	54.7%	51.7%	53.0%	51.3%	56.2%	55.2%	51.4%	58.7%	52.9%	54.3%	55.6%	55.1%	42.5%	46.1%	54.7%	
	Don't know or doesn't apply	5.1%	3.1%	3.1%	2.7%	2.6%	2.3%	2.9%	2.5%	1.4%	3.4%	2.9%	3.5%	2.8%	3.3%	2.4%	2.9%	
E2d Staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in your workplace	Strongly agree	5.8%	6.9%	4.4%	4.9%	5.2%	4.3%	5.2%	5.0%	4.7%	5.2%	5.2%	5.1%	5.1%	4.8%	7.2%	5.0%	
	Moderately agree	2.8%	2.2%	3.0%	2.0%	2.1%	1.7%	2.2%	2.1%	1.9%	2.3%	2.2%	3.5%	2.2%	1.8%	1.7%	2.2%	
	Mildly agree	1.3%	1.7%	2.9%	3.7%	3.1%	1.9%	2.3%	2.6%	2.2%	2.4%	2.4%	2.0%	2.4%	3.3%	4.1%	2.3%	
	Neither agree nor disagree	5.1%	4.6%	5.1%	6.0%	5.9%	4.4%	4.8%	5.8%	3.8%	5.3%	4.9%	7.6%	4.7%	9.9%	7.8%	4.9%	
	Mildly disagree	2.0%	3.1%	3.2%	3.5%	4.3%	3.6%	3.3%	3.9%	3.0%	3.5%	3.4%	1.5%	3.2%	5.3%	3.4%	3.4%	
	Moderately disagree	6.1%	8.9%	11.3%	9.1%	10.4%	8.7%	9.4%	9.0%	9.1%	9.4%	9.3%	8.6%	9.2%	11.2%	10.2%	9.2%	
	Strongly disagree	71.6%	68.0%	66.1%	67.1%	65.1%	72.2%	68.9%	67.8%	72.9%	67.2%	68.7%	66.2%	69.4%	57.6%	61.8%	69.0%	
	Don't know or doesn't apply	5.3%	4.7%	4.2%	3.6%	3.9%	3.2%	3.9%	3.9%	2.4%	4.5%	3.9%	5.6%	3.8%	6.1%	3.8%	3.9%	
E2e Unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in your workplace	Strongly agree	3.8%	2.5%	2.5%	2.0%	2.0%	1.7%	2.2%	2.6%	1.9%	2.3%	2.3%	3.6%	2.1%	4.3%	3.4%	2.2%	
	Moderately agree	2.0%	1.9%	2.3%	1.3%	2.1%	1.7%	2.0%	1.3%	2.0%	1.8%	1.9%	2.6%	1.9%	2.0%	1.7%	1.9%	
	Mildly agree	1.5%	4.1%	4.4%	4.9%	5.3%	3.9%	4.1%	4.4%	4.3%	4.1%	4.1%	6.2%	4.1%	6.4%	4.8%	4.2%	
	Neither agree nor disagree	4.6%	5.2%	6.7%	6.3%	5.4%	5.7%	5.6%	6.2%	4.7%	6.0%	5.6%	10.8%	5.4%	10.4%	10.2%	5.6%	
	Mildly disagree	2.0%	3.0%	2.5%	2.5%	3.0%	2.2%	2.5%	2.8%	3.1%	2.3%	2.5%	2.6%	2.4%	3.6%	2.0%	2.6%	
	Moderately disagree	5.6%	7.2%	9.3%	8.8%	9.2%	8.3%	8.5%	7.5%	9.1%	8.0%	8.4%	3.1%	8.2%	8.9%	10.6%	8.2%	
	Strongly disagree	69.5%	63.7%	62.7%	63.0%	59.5%	65.2%	63.5%	64.8%	66.3%	62.9%	63.8%	57.4%	64.6%	49.6%	55.3%	64.2%	
	Don't know or doesn't apply	10.9%	12.4%	9.5%	11.2%	13.4%	11.3%	11.6%	10.4%	8.7%	12.4%	11.3%	13.8%	11.3%	14.8%	11.9%	11.2%	
<b>E3. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																		
E3 Your workplace culture is equally welcoming of people from all diversity groups	Strongly agree	63.7%	51.6%	46.4%	46.4%	47.7%	50.0%	51.0%	44.3%	51.0%	49.1%	49.7%	43.0%	50.1%	40.6%	44.3%	49.9%	
	Moderately agree	22.9%	26.6%	29.5%	26.8%	27.5%	27.1%	26.7%	29.7%	27.6%	27.1%	27.5%	20.2%	27.3%	25.9%	24.4%	27.4%	
	Mildly agree	6.3%	8.8%	11.0%	12.9%	11.9%	11.3%	10.5%	11.7%	11.6%	10.4%	10.6%	14.5%	10.8%	11.9%	10.7%	10.7%	
	Neither agree nor disagree	2.8%	7.0%	6.5%	6.4%	5.8%	6.0%	5.9%	7.2%	4.8%	6.7%	6.1%	9.8%	6.1%	8.9%	7.6%	6.1%	
	Mildly disagree	1.3%	2.0%	2.3%	2.8%	2.6%	2.2%	2.2%	2.4%	2.3%	2.2%	2.2%	4.1%	2.1%	3.8%	4.8%	2.1%	
	Moderately disagree	0.5%	1.2%	1.3%	1.2%	1.6%	1.4%	1.2%	1.5%	1.1%	1.4%	1.3%	3.1%	1.3%	2.5%	3.8%	1.2%	
	Strongly disagree	0.8%	1.2%	1.0%	1.5%	1.4%	1.0%	1.0%	1.5%	1.0%	1.2%	1.1%	4.1%	0.8%	5.6%	2.4%	1.1%	
	Don't know or doesn't apply	1.8%	1.6%	2.1%	2.0%	1.5%	1.0%	1.5%	1.7%	0.6%	1.9%	1.6%	1.0%	1.6%	0.8%	2.1%	1.5%	
People from culturally diverse backgrounds -	Not indicated	99.0%	97.4%	97.1%	96.9%	97.1%	97.2%	97.5%	96.3%	97.4%	97.2%	97.3%	95.1%	97.6%	91.7%	93.9%	97.4%	
	Indicated	1.0%	2.6%	2.9%	3.1%	2.9%	2.8%	2.5%	3.7%	2.6%	2.8%	2.7%	4.9%	2.4%	8.3%	6.1%	2.6%	
People with disabilities	Not indicated	99.7%	98.9%	98.7%	98.4%	97.6%	98.9%	98.7%	98.7%	98.7%	98.7%	98.8%	95.5%	98.7%	98.5%	93.5%	98.9%	
	Indicated	0.3%	1.1%	1.3%	1.6%	2.4%	1.1%	1.3%	1.3%	1.3%	1.3%	1.2%	4.5%	1.3%	1.5%	6.5%	1.1%	
Indigenous Australians	Not indicated	98.7%	97.6%	97.5%	98.3%	97.5%	98.0%	98.0%	97.5%	97.9%	97.8%	98.0%	92.8%	98.0%	95.5%	96.3%	97.9%	
	Indicated	1.3%	2.4%	2.5%	1.7%	2.5%	2.0%	2.0%	2.5%	2.1%	2.2%	2.0%	7.2%	2.0%	4.5%	3.7%	2.1%	
Other	Not indicated	99.5%	98.7%	98.9%	98.5%	98.5%	98.8%	98.9%	98.3%	98.7%	98.8%	98.8%	98.7%	98.9%	96.7%	98.0%	98.8%	
	Indicated	0.5%	1.3%	1.1%	1.5%	1.5%	1.2%	1.1%	1.7%	1.3%	1.2%	1.2%	1.3%	1.1%	3.3%	2.0%	1.2%	

Demographic group		To the nearest 12 months how long have you worked in the public sector as a total?						Where is your primary work location?		Do you have senior managerial responsibility?		Are you of Australian Aboriginal or Torres Strait Islander origin?		Do you consider yourself to be from an ethnic minority group?		Do you have an impairment that results in a permanent disability?	
		Up to 1 year	More than 1 year and up to 5 years	More than 5 years and up to 10 years	More than 10 years and up to 15 years	More than 15 years and up to 20 years	More than 20 years	Metropolitan	Regional	Manager	Not a manager	Not Aboriginal or Torres Strait Islander	Aboriginal or Torres Strait Islander	Not an ethnic minority	Ethnic minority	Disability	No disability
EPS question / response																	
<b>E4. Please indicate your level of agreement with the following statement:</b>																	
E4 Your immediate supervisor treats employees from all diversity groups in the workplace with equal respect	Strongly agree	72.0%	63.1%	59.3%	63.1%	60.9%	61.2%	63.3%	57.5%	65.5%	60.9%	62.3%	51.8%	62.5%	51.9%	53.3%	62.4%
	Moderately agree	16.4%	18.9%	21.8%	17.7%	20.0%	20.1%	19.4%	20.8%	18.4%	20.1%	19.7%	18.3%	19.5%	22.6%	20.6%	19.6%
	Mildly agree	4.8%	5.9%	7.5%	6.8%	7.3%	6.8%	6.6%	7.0%	6.2%	6.8%	6.7%	5.8%	6.6%	7.6%	8.6%	6.6%
	Neither agree nor disagree	2.5%	5.2%	4.8%	5.8%	5.5%	5.5%	4.6%	7.0%	4.3%	5.4%	5.0%	11.0%	5.2%	4.8%	4.8%	5.2%
	Mildly disagree	1.0%	1.2%	1.1%	1.5%	2.2%	1.2%	1.2%	1.7%	1.2%	1.4%	1.3%	3.7%	1.2%	3.1%	2.4%	1.3%
	Moderately disagree	0.3%	0.8%	0.5%	0.6%	0.8%	0.3%	0.4%	0.9%	0.6%	0.5%	0.5%	1.6%	0.4%	2.8%	1.4%	0.5%
	Strongly disagree	1.0%	0.9%	1.1%	1.2%	0.5%	0.7%	0.8%	1.1%	0.4%	1.0%	0.9%	2.1%	0.7%	4.3%	3.4%	0.8%
	Don't know or doesn't apply	2.0%	3.9%	3.8%	3.4%	2.9%	4.3%	3.6%	4.0%	3.4%	3.8%	3.7%	5.8%	3.8%	2.8%	3.6%	
People from culturally diverse backgrounds	Not indicated	99.2%	98.6%	98.9%	98.6%	98.4%	99.2%	98.9%	98.7%	98.8%	98.8%	98.8%	98.2%	99.1%	95.0%	96.6%	98.9%
	Indicated	0.8%	1.4%	1.1%	1.4%	1.6%	0.8%	1.1%	1.3%	1.2%	1.2%	1.2%	1.8%	0.9%	5.0%	3.4%	1.1%
People with disabilities	Not indicated	100.0%	99.8%	99.4%	99.0%	99.1%	99.6%	99.6%	99.3%	99.7%	99.4%	99.5%	98.7%	99.5%	99.5%	96.6%	99.6%
	Indicated	0.0%	0.2%	0.6%	1.0%	0.9%	0.4%	0.4%	0.7%	0.3%	0.6%	0.5%	1.3%	0.5%	0.5%	3.4%	0.4%
Indigenous Australians	Not indicated	99.0%	99.2%	98.9%	99.0%	99.0%	99.3%	99.2%	98.7%	99.4%	99.0%	99.2%	96.4%	99.2%	97.5%	98.0%	99.2%
	Indicated	1.0%	0.8%	1.1%	1.0%	1.0%	0.7%	0.8%	1.3%	0.6%	1.0%	0.8%	3.6%	0.8%	2.5%	2.0%	0.8%
Other	Not indicated	99.7%	98.9%	98.9%	98.5%	98.7%	99.2%	99.2%	98.1%	99.0%	98.9%	99.0%	96.9%	99.2%	95.2%	98.6%	99.0%
	Indicated	0.3%	1.1%	1.1%	1.5%	1.3%	0.8%	0.8%	1.9%	1.0%	1.1%	1.0%	3.1%	0.8%	4.8%	1.4%	1.0%
<b>E5. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																	
E5 Your co-workers treat employees from all diversity groups in the workplace with equal respect	Strongly agree	63.0%	52.3%	45.0%	49.2%	47.7%	49.5%	51.0%	45.1%	48.7%	50.1%	49.8%	46.0%	50.2%	39.9%	43.6%	50.0%
	Moderately agree	24.3%	27.5%	32.5%	27.8%	30.4%	29.6%	29.1%	29.8%	31.6%	28.5%	29.5%	20.6%	29.4%	27.1%	27.3%	29.4%
	Mildly agree	6.1%	7.4%	10.3%	9.1%	10.1%	10.2%	9.0%	9.9%	9.1%	9.3%	9.3%	6.3%	9.2%	11.0%	10.0%	9.2%
	Neither agree nor disagree	2.8%	5.2%	5.1%	5.7%	5.1%	5.2%	4.8%	6.2%	4.8%	5.3%	5.0%	11.1%	4.9%	8.2%	7.3%	5.0%
	Mildly disagree	1.0%	2.8%	3.5%	3.9%	3.0%	3.0%	2.7%	4.4%	3.6%	2.9%	3.0%	6.9%	2.9%	6.4%	3.8%	3.0%
	Moderately disagree	0.5%	1.6%	1.0%	1.7%	0.6%	0.9%	1.1%	1.4%	1.1%	1.2%	1.1%	3.2%	1.1%	2.3%	2.1%	1.1%
	Strongly disagree	0.8%	1.3%	0.8%	0.8%	1.5%	0.8%	0.9%	1.1%	0.4%	1.1%	0.9%	3.2%	0.8%	4.3%	3.1%	0.9%
	Don't know or doesn't apply	1.5%	1.9%	1.8%	1.8%	1.5%	0.9%	1.4%	2.1%	0.7%	1.8%	1.5%	2.6%	1.6%	0.8%	2.8%	1.5%
People from culturally diverse backgrounds	Not indicated	99.0%	96.7%	96.5%	95.7%	96.4%	97.3%	96.8%	96.7%	96.6%	96.9%	96.9%	94.6%	97.1%	91.4%	93.9%	96.9%
	Indicated	1.0%	3.3%	3.5%	4.3%	3.6%	2.7%	3.2%	3.3%	3.4%	3.1%	3.1%	5.4%	2.9%	8.6%	6.1%	3.1%
People with disabilities	Not indicated	99.7%	99.4%	99.4%	98.9%	98.7%	99.2%	99.3%	98.8%	99.1%	99.3%	99.2%	97.8%	99.2%	99.2%	95.9%	99.4%
	Indicated	0.3%	0.6%	0.6%	1.1%	1.3%	0.8%	0.7%	1.2%	0.9%	0.7%	0.8%	2.2%	0.8%	0.8%	4.1%	0.6%
Indigenous Australians	Not indicated	99.5%	97.6%	97.8%	97.4%	97.6%	98.0%	98.1%	96.8%	98.0%	97.7%	98.0%	91.9%	97.9%	95.2%	96.3%	97.9%
	Indicated	0.5%	2.4%	2.2%	2.6%	2.4%	2.0%	1.9%	3.2%	2.0%	2.3%	2.0%	8.1%	2.1%	4.8%	3.7%	2.1%
Other	Not indicated	99.2%	98.5%	99.2%	98.8%	99.0%	98.8%	99.0%	98.2%	99.1%	98.8%	98.9%	98.7%	98.9%	97.5%	97.3%	98.9%
	Indicated	0.8%	1.5%	0.8%	1.2%	1.0%	1.2%	1.0%	1.8%	0.9%	1.2%	1.1%	1.3%	1.1%	2.5%	2.7%	1.1%
<b>E6. Please indicate your level of agreement with the following in relation to your own experience in your agency.</b>																	
E6 Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status does not occur in your workplace	Strongly agree	50.9%	41.7%	33.5%	38.2%	39.5%	37.1%	39.1%	36.7%	38.8%	38.5%	38.8%	31.6%	39.0%	31.6%	31.5%	38.8%
	Moderately agree	23.9%	24.1%	25.1%	24.0%	23.0%	26.2%	24.8%	24.4%	26.1%	24.2%	24.8%	21.1%	25.1%	18.5%	21.6%	24.8%
	Mildly agree	6.3%	6.9%	10.7%	8.6%	9.7%	9.6%	8.6%	10.5%	9.6%	8.7%	9.0%	6.3%	9.0%	8.9%	10.6%	8.9%
	Neither agree nor disagree	6.3%	9.6%	12.1%	12.0%	10.0%	10.9%	10.5%	11.1%	9.9%	10.9%	10.5%	15.8%	10.6%	12.7%	14.0%	10.5%
	Mildly disagree	3.3%	6.5%	7.1%	7.5%	7.6%	7.0%	6.8%	7.0%	7.7%	6.6%	6.8%	8.9%	6.6%	11.6%	9.9%	6.7%
	Moderately disagree	1.3%	2.4%	3.2%	2.6%	3.2%	3.3%	2.9%	3.1%	2.9%	2.9%	2.8%	5.8%	2.8%	3.8%	3.1%	2.9%
	Strongly disagree	2.8%	3.0%	2.9%	2.6%	2.9%	2.4%	2.5%	3.7%	2.1%	2.9%	2.7%	5.3%	2.4%	7.3%	4.8%	2.6%
	Don't know or doesn't apply	5.3%	5.7%	5.3%	4.5%	4.1%	3.6%	4.9%	3.6%	2.9%	5.3%	4.6%	5.3%	4.6%	5.6%	4.5%	4.6%
People from culturally diverse backgrounds	Not indicated	97.5%	94.2%	92.6%	93.0%	92.1%	94.0%	93.6%	93.9%	92.5%	94.0%	93.8%	90.1%	94.0%	86.4%	90.8%	93.7%
	Indicated	2.5%	5.8%	7.4%	7.0%	7.9%	6.0%	6.4%	6.1%	7.5%	6.0%	6.2%	9.9%	6.0%	13.6%	9.2%	6.3%
People with disabilities	Not indicated	99.5%	98.5%	97.7%	98.2%	97.6%	98.1%	98.2%	98.0%	97.8%	98.3%	98.2%	97.8%	98.2%	97.5%	94.2%	98.3%
	Indicated	0.5%	1.5%	2.3%	1.8%	2.4%	1.9%	1.8%	2.0%	2.2%	1.7%	1.8%	2.2%	1.8%	2.5%	5.8%	1.7%
Indigenous Australians	Not indicated	98.7%	96.0%	95.3%	95.5%	94.7%	95.2%	95.7%	95.0%	94.5%	95.9%	95.8%	89.7%	95.8%	91.4%	93.9%	95.7%
	Indicated	1.3%	4.0%	4.7%	4.5%	5.3%	4.8%	4.3%	5.0%	5.5%	4.1%	4.2%	10.3%	4.2%	8.6%	6.1%	4.3%
Other	Not indicated	98.0%	96.0%	96.6%	96.2%	97.2%	96.9%	96.8%	95.9%	96.9%	96.5%	96.6%	96.0%	96.8%	94.2%	92.5%	96.8%
	Indicated	2.0%	4.0%	3.4%	3.8%	2.8%	3.1%	3.2%	4.1%	3.1%	3.5%	3.4%	4.0%	3.2%	5.8%	7.5%	3.2%

## Appendix A - Demographics

### Appendix A1 Summary of the WA Public Sector (Source HRMOIR)

Region	June 2009	June 2010	June 2011	June 2012
Headcount	147 124	148 685	152 859	148 176
FTE	114 850	116 355	119 416	114 612
<b>Gender</b>				
Women	68.4%	68.8%	69.2%	69.6%
Men	31.6%	31.2%	30.8%	30.4%
<b>Age</b>				
Median Age	45.1	45.3	45.4	45.4
Age below 20	1.0%	0.8%	0.8%	0.7%
Age 20 to 24	5.1%	4.7%	4.8%	4.7%
Age 25 to 29	9.0%	8.9%	9.0%	9.1%
Age 30 to 34	9.7%	9.7%	9.8%	9.9%
Age 35 to 39	12.0%	11.7%	11.4%	11.2%
Age 40 to 44	13.2%	13.3%	13.3%	13.3%
Age 45 to 49	15.1%	14.6%	14.1%	13.6%
Age 50 to 54	14.7%	14.8%	14.6%	14.3%
Age 55 to 59	11.6%	11.8%	12.1%	12.3%
Age 60 to 64	6.6%	6.9%	7.3%	7.5%
Age 65 and above	2.1%	2.6%	2.8%	3.3%

Region	June 2009	June 2010	June 2011	June 2012
<b>Appointment Type</b>				
Permanent	71.1%	72.0%	71.3%	71.8%
Fixed Term	17.5%	17.1%	17.9%	17.4%
Casual	9.7%	9.5%	9.4%	9.2%
Others	1.7%	1.5%	1.4%	1.5%
<b>ANZSCO Major Groups</b>				
Managers	5.8%	5.6%	5.9%	6.3%
Professionals	44.8%	44.7%	44.6%	45.4%
Technicians and Trades Workers	4.4%	3.9%	4.1%	4.1%
Community and Personal Service Workers	20.8%	21.4%	21.5%	20.9%
Clerical and Administrative Workers	18.7%	18.6%	18.2%	17.4%
Sales Workers	0.5%	0.5%	0.4%	0.4%
Machinery Operators and Drivers	0.7%	0.7%	0.6%	0.6%
Labourers	4.2%	4.7%	4.7%	5.0%
<b>SES</b>				
Women	25.1%	26.7%	26.2%	27.6%
Men	74.9%	73.3%	73.8%	72.4%

Region	June 2009	June 2010	June 2011	June 2012
<b>Equivalent Annual Salary</b>				
Median Salary	\$61 583	\$64 788	\$66 967	\$70 036
Less than \$40 000	0.5%	0.3%	0.3%	4.7%
\$40 000 to \$49 999	17.2%	14.4%	8.2%	16.8%
\$50 000 to \$59 999	15.0%	14.1%	18.8%	14.5%
\$60 000 to \$69 999	14.6%	14.0%	12.3%	11.8%
\$70 000 to \$79 999	17.7%	17.2%	16.7%	15.5%
\$80 000 to \$89 999	18.9%	15.9%	11.8%	13.9%
\$90 000 to \$99 999	6.4%	11.1%	17.7%	11.8%
\$100 000 to \$149 999	4.4%	5.9%	4.9%	8.9%
\$150 000 and above	3.9%	5.6%	7.6%	2.2%
<b>Tenure</b>				
Median Tenure (Years)	5.4	5.4	5.3	5.6
Less than 1 year	16.0%	13.8%	14.6%	15.1%
1 to less than 2 years	12.1%	11.5%	9.4%	9.9%
2 to less than 3 years	7.9%	9.7%	9.2%	7.2%
3 to less than 4 years	7.1%	6.7%	8.2%	7.6%
4 to less than 5 years	4.9%	6.2%	5.8%	7.0%
5 to 9 years	17.5%	17.7%	18.8%	19.6%
10 to 14 years	15.4%	14.9%	14.3%	13.5%
15 to 19 years	6.7%	6.6%	6.9%	7.5%
20 to 24 years	5.9%	6.4%	5.9%	5.5%
25 to 29 years	2.6%	2.7%	3.0%	3.0%
30 to 34 years	2.3%	2.3%	2.1%	2.0%
35 years and above	1.5%	1.7%	1.8%	1.9%

Region	June 2009	June 2010	June 2011	June 2012
<b>Regions</b>				
Gascoyne	0.6%	0.6%	0.6%	0.5%
Goldfields-Esperance	2.9%	2.8%	2.6%	2.5%
Great Southern	3.0%	3.0%	3.0%	2.9%
Kimberley	2.2%	2.3%	2.4%	2.5%
Mid West	2.6%	2.6%	2.7%	2.7%
Peel	2.0%	2.2%	2.2%	2.2%
Pilbara	2.2%	2.2%	2.2%	2.2%
South West	5.5%	5.5%	5.6%	5.7%
Wheatbelt	3.6%	3.6%	3.5%	3.4%
Metropolitan	75.4%	75.1%	75.0%	75.1%
Outside WA	0.1%	0.1%	0.1%	0.2%

## Appendix A2

### Entities over 100 FTE by Headcount, FTE, Gender and SES, June 2012 (HRMOIR).

Entity	Headcount	FTE	Women	Men	SES (Women)	SES (Men)
WA public sector	148 176	114 612	69.6%	30.4%	27.6%	72.4%
Agriculture & Food	1 344	1 185	44.9%	55.1%	0.0%	100.0%
Attorney General	1 811	1 555	67.3%	32.7%	23.1%	76.9%
Auditor General	130	124	60.0%	40.0%	33.3%	66.7%
Botanic Gardens	155	112	50.3%	49.7%	50.0%	50.0%
C Y O'Connor Institute	184	145	62.5%	37.5%	0.0%	100.0%
CCC	165	160	43.6%	56.4%	N/A	N/A
Central IT	1 367	1 003	61.0%	39.0%	40.0%	60.0%
Challenger IT	880	644	54.5%	45.5%	80.0%	20.0%
Chem Centre	124	115	48.4%	51.6%	0.0%	100.0%
Child Protection	2 574	2 215	80.9%	19.1%	50.0%	50.0%
CHSHA	149	111	68.5%	31.5%	N/A	N/A
Commerce	1 064	952	58.3%	41.7%	38.5%	61.5%
Communities	263	222	89.0%	11.0%	100.0%	0.0%
Corrective Services	4 525	4 060	47.1%	52.9%	20.0%	80.0%
Culture & the Arts	748	617	67.0%	33.0%	44.4%	55.6%
Disability Services	1 977	1 677	69.5%	30.5%	54.5%	45.5%
Drug & Alcohol	241	190	72.6%	27.4%	40.0%	60.0%
Durack IT	292	222	61.3%	38.7%	0.0%	100.0%
Education	51 864	34 516	82.2%	17.8%	25.0%	75.0%
Env & Conservation	2 291	1 921	46.7%	53.3%	5.9%	94.1%
Esperance Port	118	118	13.6%	86.4%	N/A	N/A
FESA	1 482	1 417	15.0%	85.0%	12.5%	87.5%
Finance	1 650	1 503	51.2%	48.8%	35.7%	64.3%
Fisheries	491	447	45.2%	54.8%	25.0%	75.0%
Forest Products	170	147	40.6%	59.4%	N/A	N/A
Fremantle Port	350	337	22.9%	77.1%	N/A	N/A
GESB	220	206	54.1%	45.9%	0.0%	100.0%

Entity	Headcount	FTE	Women	Men	SES (Women)	SES (Men)
Great Southern IT	292	204	61.3%	38.7%	100.0%	0.0%
Health	43 720	34 473	77.6%	22.4%	40.0%	60.0%
Housing	1 413	1302	62.5%	37.5%	9.1%	90.9%
Indigenous Affairs	158	147	60.1%	39.9%	0.0%	100.0%
Insurance Comm	373	333	55.0%	45.0%	N/A	N/A
Kimberley TI	205	180	59.0%	41.0%	100.0%	0.0%
LandCorp	228	219	49.6%	50.4%	N/A	N/A
Landgate	824	751	45.4%	54.6%	14.3%	85.7%
Legal Aid	339	301	81.1%	18.9%	N/A	N/A
Local Govt	123	113	63.4%	36.6%	33.3%	66.7%
Lotterywest	190	178	57.9%	42.1%	57.1%	42.9%
Main Roads	1 090	1 019	29.8%	70.2%	0.0%	100.0%
Metro Cemeteries	154	134	36.4%	63.6%	0.0%	100.0%
Mines & Petroleum	841	778	46.0%	54.0%	16.7%	83.3%
Pilbara Institute	218	192	60.6%	39.4%	100.0%	0.0%
Planning	518	470	53.5%	46.5%	28.6%	71.4%
Police	8 598	7 713	32.4%	67.6%	0.0%	100.0%
Polytechnic West	1 438	1 115	51.1%	48.9%	33.3%	66.7%
Port Hedland Port	117	117	41.9%	58.1%	N/A	N/A
Premier & Cabinet	892	691	66.8%	33.2%	23.8%	76.2%
PSC	187	144	65.2%	34.8%	31.3%	68.8%
Public Prosecutions	264	228	63.3%	36.7%	0.0%	100.0%
Public Transport	1 475	1 395	23.0%	77.0%	14.3%	85.7%
Racing, Gaming & Liquor	126	110	50.8%	49.2%	33.3%	66.7%
Regional Dev & Lands	320	292	54.7%	45.3%	12.5%	87.5%
Rottne Island	139	110	56.1%	43.9%	0.0%	100.0%
SCSA	159	138	71.1%	28.9%	0.0%	100.0%
South West IT	366	256	63.4%	36.6%	100.0%	0.0%
Sport & Rec	204	172	52.9%	47.1%	20.0%	80.0%
State Development	186	166	54.3%	45.7%	33.3%	66.7%



Entity	Headcount	FTE	Women	Men	SES (Women)	SES (Men)
Training & Workforce Dev	645	550	66.8%	33.2%	40.0%	60.0%
Transport (Dept)	1 512	1 359	56.8%	43.2%	17.6%	82.4%
Treasury	321	291	49.2%	50.8%	15.0%	85.0%
VenuesWest	617	229	58.8%	41.2%	N/A	N/A
Water (Dept)	524	473	50.0%	50.0%	40.0%	60.0%
West Coast IT	450	364	62.4%	37.6%	33.3%	66.7%
WorkCover	148	133	56.8%	43.2%	40.0%	60.0%
Zoo	205	161	64.9%	35.1%	100.0%	0.0%

## Appendix A3

### Entities over 100 FTE by Age, June 2012 (HRMOIR).

Entity	Median Age (Years)	Below age 20	Age 20 to 24	Age 25 to 29	Age 30 to 34	Age 35 to 39	Age 40 to 44	Age 45 to 49	Age 50 to 54	Age 55 to 59	Age 60 to 64	Age 65 and above
WA public sector	45.4	0.7%	4.7%	9.1%	9.9%	11.2%	13.3%	13.6%	14.3%	12.3%	7.5%	3.3%
Agriculture & Food	49.3	0.7%	2.6%	5.2%	7.8%	10.4%	11.8%	13.2%	18.0%	17.6%	9.6%	3.1%
Attorney General	43.3	2.7%	9.6%	11.0%	9.6%	10.7%	9.8%	11.0%	12.7%	13.1%	7.3%	2.5%
Auditor General	37.4	1.5%	9.2%	13.1%	20.8%	9.2%	13.1%	10.0%	9.2%	8.5%	4.6%	0.8%
Botanic Gardens	40.7	1.3%	7.7%	7.7%	20.6%	10.3%	12.3%	11.0%	9.0%	9.0%	5.8%	5.2%
C Y O'Connor Institute	51.2	1.6%	4.3%	2.7%	3.8%	9.2%	9.8%	16.8%	18.5%	19.0%	10.9%	3.3%
CCC	44.2	0.0%	0.0%	7.3%	9.7%	12.7%	23.0%	17.0%	8.5%	10.9%	7.3%	3.6%
Central IT	49.6	1.0%	2.9%	4.2%	6.2%	9.4%	14.1%	13.2%	14.6%	15.1%	13.4%	5.8%
Challenger IT	49.8	0.9%	2.5%	4.8%	6.8%	9.2%	12.7%	13.4%	16.0%	14.5%	12.7%	6.4%
Chem Centre	38.4	0.8%	4.8%	16.9%	16.9%	13.7%	6.5%	12.9%	8.1%	11.3%	5.6%	2.4%
Child Protection	43.3	0.4%	5.6%	11.7%	13.1%	11.0%	12.9%	12.6%	13.3%	10.6%	6.2%	2.6%
CHSHA	51.0	0.7%	3.4%	5.4%	5.4%	6.7%	13.4%	14.1%	15.4%	19.5%	11.4%	4.7%
Commerce	44.7	0.6%	5.7%	9.8%	10.1%	11.7%	12.6%	11.8%	13.6%	12.8%	8.0%	3.3%
Communities	46.3	1.5%	1.1%	7.2%	15.2%	7.2%	13.7%	12.5%	16.3%	14.1%	8.4%	2.7%
Corrective Services	47.9	0.2%	2.0%	7.2%	9.0%	10.0%	12.8%	15.9%	16.5%	13.9%	9.0%	3.5%
Culture & the Arts	48.5	0.1%	4.5%	8.8%	7.8%	9.0%	11.4%	12.2%	14.3%	15.6%	11.2%	5.1%
Disability Services	49.7	0.4%	3.1%	6.7%	8.1%	8.9%	10.4%	13.7%	16.2%	15.7%	10.9%	5.8%
Drug & Alcohol	45.0	0.4%	2.5%	7.9%	8.7%	14.1%	16.6%	13.7%	9.1%	15.8%	8.3%	2.9%
Durack IT	45.3	0.7%	1.7%	4.8%	11.0%	17.1%	13.4%	18.2%	12.3%	8.6%	5.1%	7.2%
Education	46.4	0.6%	3.8%	7.3%	8.4%	11.0%	14.9%	14.8%	15.2%	13.1%	7.7%	3.3%
Env & Conservation	44.2	0.9%	4.5%	9.3%	12.1%	12.3%	12.9%	13.3%	13.5%	11.3%	7.2%	2.6%
Esperance Port	43.5	3.4%	3.4%	3.4%	10.2%	15.3%	16.1%	16.1%	15.3%	11.0%	5.1%	0.8%
FESA	43.8	0.1%	1.8%	8.2%	11.1%	14.6%	17.0%	15.6%	15.7%	10.1%	4.9%	1.0%
Finance	44.4	1.3%	5.4%	11.2%	11.6%	10.1%	12.2%	13.3%	13.1%	12.2%	7.7%	1.9%
Fisheries	40.7	0.2%	4.7%	9.0%	17.9%	16.7%	12.0%	13.2%	11.8%	10.0%	3.3%	1.2%
Forest Products	46.3	0.0%	1.8%	8.2%	5.9%	11.8%	15.3%	19.4%	15.3%	14.1%	6.5%	1.8%
Fremantle Port	46.1	0.0%	3.4%	6.6%	10.3%	11.7%	14.0%	16.0%	11.4%	11.4%	10.3%	4.9%
GESB	38.0	0.9%	1.8%	16.4%	20.9%	15.0%	18.2%	7.3%	9.1%	7.3%	2.7%	0.5%
Great Southern IT	50.6	0.3%	2.4%	2.1%	4.5%	7.9%	12.7%	18.8%	18.5%	18.2%	11.3%	3.4%

Entity	Median Age (Years)	Below age 20	Age 20 to 24	Age 25 to 29	Age 30 to 34	Age 35 to 39	Age 40 to 44	Age 45 to 49	Age 50 to 54	Age 55 to 59	Age 60 to 64	Age 65 and above
Health	44.5	0.5%	5.5%	11.3%	10.8%	11.1%	11.9%	12.5%	13.9%	11.8%	7.4%	3.2%
Housing	44.6	0.8%	6.7%	10.9%	10.8%	9.9%	12.1%	13.7%	16.3%	11.5%	5.4%	1.9%
Indigenous Affairs	43.3	1.9%	3.8%	5.7%	11.4%	14.6%	17.1%	10.8%	15.2%	12.7%	3.2%	3.8%
Insurance Comm	43.4	0.3%	6.2%	11.8%	12.3%	10.7%	12.9%	15.5%	12.9%	10.5%	4.8%	2.1%
Kimberley TI	45.8	0.5%	2.0%	8.8%	9.3%	10.7%	17.1%	11.7%	18.0%	14.1%	4.9%	2.9%
LandCorp	38.8	0.9%	6.6%	15.4%	14.0%	18.4%	14.9%	11.0%	8.8%	7.5%	2.2%	0.4%
Landgate	47.2	1.0%	2.3%	8.3%	10.0%	9.0%	14.4%	12.7%	15.5%	14.7%	9.1%	3.0%
Legal Aid	41.2	0.0%	4.1%	17.7%	14.7%	9.7%	13.3%	11.2%	12.7%	10.0%	4.7%	1.8%
Local Govt	43.6	0.0%	4.1%	16.3%	11.4%	10.6%	8.1%	12.2%	13.8%	11.4%	8.9%	3.3%
Lotterywest	45.2	0.0%	3.7%	9.5%	13.2%	11.6%	12.1%	10.5%	14.2%	14.2%	9.5%	1.6%
Main Roads	48.6	1.1%	6.6%	9.7%	8.5%	6.7%	9.0%	12.6%	15.5%	15.0%	11.6%	3.7%
Metro Cemeteries	48.0	1.3%	4.5%	6.5%	9.1%	9.1%	11.0%	19.5%	14.3%	13.6%	8.4%	2.6%
Mines & Petroleum	48.6	0.7%	3.6%	7.7%	10.1%	8.9%	9.8%	14.4%	14.4%	13.7%	11.4%	5.4%
Pilbara Institute	47.4	1.4%	5.0%	5.5%	8.3%	9.6%	11.5%	15.6%	14.7%	14.2%	10.1%	4.1%
Planning	44.7	0.2%	3.5%	10.2%	14.3%	12.4%	10.6%	12.5%	14.9%	12.7%	6.4%	2.3%
Police	41.9	1.2%	6.5%	10.1%	11.5%	15.0%	15.5%	14.0%	10.8%	7.3%	4.0%	4.2%
Polytechnic West	51.0	1.3%	3.1%	3.7%	5.5%	9.0%	10.8%	13.5%	17.3%	16.3%	11.5%	7.9%
Port Hedland Port	38.2	0.0%	4.3%	13.7%	23.1%	17.1%	17.9%	8.5%	9.4%	4.3%	1.7%	0.0%
Premier & Cabinet	44.1	1.6%	6.3%	13.3%	10.0%	9.6%	11.1%	9.3%	12.7%	12.3%	10.5%	3.3%
PSC	37.9	9.6%	11.8%	12.3%	10.2%	11.2%	10.7%	11.2%	14.4%	4.8%	2.7%	1.1%
Public Prosecutions	37.1	1.5%	6.1%	15.9%	20.1%	13.3%	14.4%	10.6%	9.1%	6.1%	2.7%	0.4%
Public Transport	46.1	0.4%	2.7%	8.4%	12.0%	10.6%	12.9%	14.0%	14.4%	13.4%	7.8%	3.3%
Racing, Gaming & Liquor	44.7	0.8%	5.6%	7.9%	10.3%	9.5%	15.9%	12.7%	18.3%	10.3%	5.6%	3.2%
Regional Dev & Lands	43.5	2.2%	6.9%	10.9%	11.6%	9.7%	11.6%	11.3%	14.1%	12.2%	7.8%	1.9%
Rottneest Island	43.8	0.7%	5.0%	12.2%	14.4%	10.8%	8.6%	10.8%	11.5%	11.5%	10.1%	4.3%
SCSA	49.8	0.0%	2.5%	8.2%	4.4%	8.8%	11.3%	15.1%	10.1%	20.8%	12.6%	6.3%
South West IT	50.4	0.5%	1.4%	1.6%	4.1%	9.0%	15.8%	16.7%	20.5%	15.0%	12.6%	2.7%
Sport & Rec	39.4	2.5%	6.4%	15.2%	16.7%	10.3%	11.8%	11.3%	10.3%	9.3%	5.4%	1.0%
State Development	44.8	0.0%	8.6%	14.5%	8.6%	10.8%	7.5%	11.8%	10.8%	14.5%	9.1%	3.8%

Entity	Median Age (Years)	Below age 20	Age 20 to 24	Age 25 to 29	Age 30 to 34	Age 35 to 39	Age 40 to 44	Age 45 to 49	Age 50 to 54	Age 55 to 59	Age 60 to 64	Age 65 and above
Training & Workforce Dev	44.9	2.2%	5.0%	8.5%	10.7%	10.5%	13.3%	14.1%	16.0%	9.9%	6.2%	3.6%
Transport (Dept)	45.0	0.7%	6.9%	10.8%	10.3%	8.8%	12.6%	11.0%	14.0%	14.7%	7.7%	2.4%
Treasury	40.1	0.3%	5.3%	16.5%	14.0%	13.1%	11.8%	15.0%	10.9%	6.2%	4.4%	2.5%
VenuesWest	26.7	19.8%	26.6%	12.3%	7.5%	7.3%	6.8%	7.5%	6.0%	3.4%	1.3%	1.6%
Water (Dept)	40.2	0.2%	2.1%	13.0%	16.8%	17.2%	12.0%	10.5%	11.6%	8.8%	7.1%	0.8%
West Coast IT	47.9	0.7%	4.9%	4.2%	7.8%	10.2%	14.0%	17.6%	15.1%	12.2%	8.7%	4.7%
WorkCover	47.3	0.7%	4.7%	8.8%	10.1%	8.8%	10.8%	16.2%	16.2%	8.8%	9.5%	5.4%
Zoo	39.1	1.0%	8.8%	16.6%	12.2%	13.7%	12.2%	10.2%	11.2%	7.8%	3.4%	2.9%

## Appendix A4

### Entities over 100FTE by Equivalent Annual Salaries, June 2012 (HRMOIR).

Entity	Median Salary	Less than \$40 000	\$40 000 to \$49 999	\$50 000 to \$59 999	\$60 000 to \$69 999	\$70 000 to \$79 999	\$80 000 to \$89 999	\$90 000 to \$99 999	\$100 000 to \$149 999	\$150 000 to \$199 999
WA public sector	\$ 70 036	4.7%	16.8%	14.5%	11.8%	15.5%	13.9%	11.8%	8.9%	2.2%
Agriculture & Food	\$ 79 390	0.7%	4.7%	17.3%	14.4%	15.0%	15.6%	4.9%	26.9%	0.6%
Attorney General	\$ 65 503	2.0%	4.1%	30.5%	19.4%	10.8%	10.5%	6.8%	11.4%	4.4%
Auditor General	\$ 83 520	1.5%	1.5%	7.7%	20.8%	11.5%	14.6%	10.0%	26.9%	5.4%
Botanic Gardens	\$ 60 330	12.3%	13.5%	23.2%	18.7%	9.7%	12.3%	0.6%	7.7%	1.9%
C Y O'Connor Institute	\$ 67 933	1.6%	26.6%	10.9%	12.5%	21.2%	11.4%	8.7%	6.5%	0.5%
CCC	\$ 103 133	0.0%	0.0%	4.8%	10.3%	9.1%	6.7%	15.8%	42.4%	10.9%
Central IT	\$ 72 806	1.4%	20.4%	13.5%	9.4%	16.5%	22.9%	11.9%	3.7%	0.4%
Challenger IT	\$ 65 503	1.8%	26.9%	13.3%	13.1%	10.6%	18.1%	10.3%	5.7%	0.2%
Chem Centre	\$ 75 346	0.0%	2.4%	19.4%	21.0%	16.1%	14.5%	4.0%	19.4%	3.2%
Child Protection	\$ 75 121	0.3%	4.6%	21.1%	20.4%	9.9%	21.6%	8.9%	12.7%	0.4%
CHSHA	\$ 41 281	38.3%	40.9%	14.8%	2.7%	0.7%	0.7%	0.0%	2.0%	0.0%
Commerce	\$ 75 570	0.4%	3.6%	21.0%	17.0%	13.7%	14.9%	10.1%	17.5%	1.9%
Communities	\$ 71 794	2.3%	4.6%	13.3%	20.5%	18.3%	15.2%	12.5%	11.4%	1.9%
Corrective Services	\$ 71 794	2.6%	3.2%	12.6%	17.6%	36.2%	14.9%	5.7%	6.6%	0.7%
Culture & the Arts	\$ 65 503	0.0%	17.1%	23.8%	14.6%	15.0%	10.0%	7.9%	10.2%	1.5%
Disability Services	\$ 57 096	0.5%	17.3%	38.1%	10.6%	9.9%	13.0%	4.4%	5.7%	0.6%
Drug & Alcohol	\$ 80 204	0.4%	6.6%	9.1%	8.3%	21.2%	22.4%	12.4%	12.4%	7.1%
Durack IT	\$ 68 038	4.8%	20.5%	9.2%	15.8%	24.7%	9.9%	10.6%	4.1%	0.3%
Education	\$ 67 933	9.8%	26.9%	8.5%	7.4%	7.4%	16.3%	16.9%	6.7%	0.2%
Env & Conservation	\$ 65 503	6.5%	15.4%	14.8%	17.0%	13.2%	13.6%	5.6%	13.4%	0.5%
Esperance Port	\$ 83 109	3.4%	0.8%	4.2%	7.6%	14.4%	27.1%	24.6%	12.7%	5.1%
FESA	\$ 84 801	0.2%	0.3%	4.2%	11.1%	12.1%	36.4%	20.6%	14.7%	0.5%
Finance	\$ 78 119	0.5%	3.3%	10.8%	20.2%	15.5%	15.2%	9.6%	23.1%	1.8%
Fisheries	\$ 71 794	0.2%	3.3%	18.5%	17.7%	18.1%	20.2%	3.5%	17.5%	1.0%
Forest Products	\$ 69 836	10.0%	5.3%	11.8%	24.7%	18.2%	10.0%	3.5%	14.7%	1.8%
Fremantle Port	\$ 95 148	0.6%	0.3%	2.0%	10.0%	14.9%	18.0%	15.1%	30.9%	8.3%
GESB	\$ 83 520	0.0%	0.5%	8.2%	25.5%	11.4%	14.1%	9.5%	24.5%	6.4%
Great Southern IT	\$ 65 503	7.5%	22.6%	10.6%	19.2%	17.1%	8.9%	9.6%	4.1%	0.3%

Entity	Median Salary	Less than \$40 000	\$40 000 to \$49 999	\$50 000 to \$59 999	\$60 000 to \$69 999	\$70 000 to \$79 999	\$80 000 to \$89 999	\$90 000 to \$99 999	\$100 000 to \$149 999	\$150 000 to \$199 999
Health	\$ 70 036	0.3%	16.4%	20.1%	10.5%	23.6%	8.0%	10.0%	6.2%	5.0%
Housing	\$ 71 794	0.1%	0.5%	19.5%	29.7%	13.7%	12.4%	7.4%	15.8%	1.1%
Indigenous Affairs	\$ 87 939	1.3%	0.0%	13.3%	8.9%	9.5%	21.5%	15.2%	25.3%	5.1%
Insurance Comm	\$ 69 836	0.3%	2.1%	19.6%	28.7%	11.3%	9.7%	14.2%	10.7%	3.5%
Kimberley TI	\$ 71 794	0.0%	8.8%	14.1%	21.0%	24.4%	14.6%	11.2%	5.4%	0.5%
LandCorp	\$ 106 172	0.0%	3.1%	10.1%	8.3%	7.9%	4.4%	11.8%	39.0%	15.4%
Landgate	\$ 75 570	0.7%	0.4%	13.3%	20.9%	19.5%	16.0%	8.3%	19.9%	1.0%
Legal Aid	\$ 71 794	0.0%	2.1%	20.6%	26.3%	8.3%	14.2%	3.8%	16.2%	8.6%
Local Govt	\$ 83 520	0.0%	0.0%	7.3%	15.4%	17.9%	22.0%	8.1%	26.0%	3.3%
Lotterywest	\$ 77 405	0.0%	1.6%	11.1%	30.0%	4.7%	20.0%	15.3%	16.3%	1.1%
Main Roads	\$ 83 694	0.8%	2.6%	7.0%	23.5%	11.7%	17.2%	6.0%	29.7%	1.6%
Metro Cemeteries	\$ 52 711	3.2%	36.4%	30.5%	9.7%	9.1%	5.2%	1.9%	3.2%	0.6%
Mines & Petroleum	\$ 83 520	0.8%	1.3%	14.3%	16.8%	12.1%	14.1%	11.9%	27.2%	1.4%
Pilbara Institute	\$ 72 806	2.3%	11.0%	16.1%	15.6%	24.3%	17.4%	6.0%	6.9%	0.5%
Planning	\$ 86 943	0.0%	1.5%	14.5%	12.7%	11.6%	15.1%	12.9%	28.4%	3.3%
Police	\$ 72 475	6.4%	3.6%	11.4%	17.4%	24.6%	22.5%	6.7%	7.1%	0.2%
Polytechnic West	\$ 70 140	4.0%	24.5%	13.3%	7.9%	11.8%	23.3%	11.2%	3.8%	0.3%
Port Hedland Port	\$ 118 121	0.0%	0.9%	0.9%	0.9%	3.4%	6.0%	7.7%	57.3%	23.1%
Premier & Cabinet	\$ 78 456	1.2%	3.6%	11.1%	19.3%	15.8%	24.1%	4.0%	16.3%	4.6%
PSC	\$ 90 947	16.0%	0.0%	5.3%	11.2%	10.7%	6.4%	16.0%	27.3%	7.0%
Public Prosecutions	\$ 81 348	0.8%	1.9%	19.7%	18.9%	8.3%	7.2%	3.0%	18.2%	22.0%
Public Transport	\$ 63 151	0.7%	12.9%	24.0%	27.1%	10.7%	7.0%	6.9%	9.4%	1.4%
Racing, Gaming & Liquor	\$ 69 836	0.0%	6.3%	32.5%	12.7%	22.2%	9.5%	7.1%	7.9%	1.6%
Regional Dev & Lands	\$ 78 119	1.3%	1.6%	16.9%	16.9%	13.8%	14.1%	10.9%	22.5%	2.2%
Rottneest Island	\$ 63 731	1.4%	20.1%	23.0%	23.0%	10.1%	6.5%	5.8%	9.4%	0.7%
SCSA	\$ 97 378	0.0%	0.0%	22.6%	12.6%	3.8%	3.8%	8.2%	48.4%	0.6%
South West IT	\$ 57 096	1.6%	33.9%	15.6%	7.9%	17.8%	8.5%	11.2%	3.3%	0.3%
Sport & Rec	\$ 71 794	2.5%	10.3%	17.6%	16.2%	11.8%	12.7%	13.2%	13.7%	2.0%
State Development	\$ 95 718	0.0%	0.5%	3.8%	22.0%	9.7%	8.6%	10.2%	38.2%	7.0%

Entity	Median Salary	Less than \$40 000	\$40 000 to \$49 999	\$50 000 to \$59 999	\$60 000 to \$69 999	\$70 000 to \$79 999	\$80 000 to \$89 999	\$90 000 to \$99 999	\$100 000 to \$149 999	\$150 000 to \$199 999
Training & Workforce Dev	\$ 80 767	2.0%	3.9%	12.9%	17.5%	13.3%	14.0%	14.7%	20.6%	1.1%
Transport (Dept)	\$ 65 503	0.3%	0.7%	34.4%	24.4%	13.1%	8.9%	6.9%	10.8%	0.5%
Treasury	\$ 97 378	0.6%	0.6%	3.7%	14.3%	10.0%	9.3%	15.3%	38.6%	7.5%
VenuesWest	\$ 39 018	62.1%	10.4%	11.5%	2.8%	3.4%	6.8%	1.5%	1.5%	0.2%
Water (Dept)	\$ 83 520	0.0%	0.0%	6.7%	19.1%	19.3%	19.3%	12.0%	23.1%	0.6%
West Coast IT	\$ 67 572	0.7%	25.1%	10.2%	16.0%	19.6%	13.6%	9.8%	4.9%	0.2%
WorkCover	\$ 71 794	0.7%	4.1%	13.5%	25.7%	13.5%	8.8%	8.8%	20.3%	4.7%
Zoo	\$ 55 784	0.5%	16.1%	43.4%	16.1%	10.7%	5.4%	2.9%	4.4%	0.5%

**Appendix A5**
**Entities by Appointment Type and ANZSCO Major Groups, June 2012 (HRMOIR).**

Entity	Appointment Type				ANZSCO Major Group							
	Permanent	Fixed Term	Casuals	Others	Managers	Professionals	Technicians and Trades Workers	Community and Personal Service Workers	Clerical and Administrative Workers	Sales Workers	Machinery Operators and Drivers	Labourers
WA public sector	71.8%	17.4%	9.2%	1.5%	6.3%	45.4%	4.1%	20.9%	17.4%	0.4%	0.6%	5.0%
Agriculture & Food	83.2%	8.7%	0.0%	8.1%	11.0%	40.8%	30.6%	0.0%	16.0%	0.0%	0.0%	1.6%
Attorney General	85.0%	9.6%	3.6%	1.7%	9.2%	22.0%	2.3%	5.8%	60.0%	0.0%	0.0%	0.8%
Auditor General	76.2%	18.5%	0.0%	5.4%	16.2%	73.1%	2.3%	0.0%	8.5%	0.0%	0.0%	0.0%
Botanic Gardens	58.7%	21.3%	12.3%	7.7%	5.2%	14.2%	49.7%	3.2%	19.4%	7.1%	0.0%	1.3%
C Y O'Connor Institute	63.6%	13.0%	23.4%	0.0%	9.8%	57.1%	0.5%	9.2%	21.7%	0.5%	0.5%	0.5%
CCC	0.0%	98.2%	1.8%	0.0%	10.9%	60.6%	7.3%	4.2%	17.0%	0.0%	0.0%	0.0%
Central IT	56.5%	21.7%	21.1%	0.7%	4.7%	71.9%	3.7%	0.3%	18.8%	0.1%	0.1%	0.4%
Challenger IT	56.7%	15.5%	27.3%	0.6%	8.4%	63.4%	2.8%	0.3%	23.6%	0.0%	0.7%	0.7%
Chem Centre	75.0%	25.0%	0.0%	0.0%	4.0%	63.7%	25.0%	0.0%	7.3%	0.0%	0.0%	0.0%
Child Protection	87.1%	12.7%	0.2%	0.1%	3.8%	51.1%	0.0%	23.4%	21.7%	0.0%	0.0%	0.0%
CHSHA	91.9%	2.7%	5.4%	0.0%	9.4%	0.7%	14.8%	37.6%	11.4%	0.0%	0.0%	26.2%
Commerce	85.0%	15.0%	0.0%	0.0%	8.8%	24.8%	9.7%	0.0%	56.2%	0.5%	0.0%	0.0%
Communities	79.8%	19.4%	0.0%	0.8%	10.3%	22.4%	0.0%	33.1%	34.2%	0.0%	0.0%	0.0%
Corrective Services	87.4%	6.5%	0.9%	5.2%	5.1%	18.8%	0.4%	61.6%	14.0%	0.0%	0.1%	0.0%
Culture & the Arts	75.9%	22.1%	0.8%	1.2%	11.5%	28.2%	11.2%	9.4%	31.7%	5.3%	2.0%	0.7%
Disability Services	85.9%	7.8%	4.6%	1.7%	6.6%	26.2%	1.7%	51.7%	9.4%	0.0%	0.1%	4.5%
Drug & Alcohol	65.6%	22.8%	9.1%	2.5%	10.0%	67.6%	2.1%	4.6%	13.3%	0.0%	0.0%	2.5%
Durack IT	47.6%	33.9%	18.5%	0.0%	7.5%	61.0%	6.8%	2.1%	20.9%	0.0%	0.7%	1.0%
Education	68.0%	18.5%	12.9%	0.6%	7.2%	48.4%	3.0%	24.4%	10.4%	0.0%	0.0%	6.6%
Env & Conservation	73.7%	18.0%	7.3%	1.0%	6.3%	38.4%	3.8%	4.2%	27.0%	1.8%	0.4%	18.1%
Esperance Port	100.0%	0.0%	0.0%	0.0%	18.6%	7.6%	39.8%	0.8%	8.5%	0.0%	5.1%	19.5%
FESA	94.6%	3.5%	0.0%	1.9%	15.0%	10.2%	2.9%	63.3%	8.6%	0.0%	0.0%	0.0%
Finance	87.5%	12.3%	0.1%	0.2%	19.5%	24.1%	2.1%	2.1%	51.8%	0.5%	0.0%	0.0%
Fisheries	84.1%	13.2%	2.6%	0.0%	10.4%	32.8%	39.1%	0.0%	17.7%	0.0%	0.0%	0.0%
Forest Products	84.1%	4.7%	11.2%	0.0%	17.6%	16.5%	5.3%	0.0%	20.6%	0.0%	0.0%	40.0%



Entity	Appointment Type				ANZSCO Major Group							
	Permanent	Fixed Term	Casuals	Others	Managers	Profession-als	Technicians and Trades Workers	Communi-ty and Personal Service Workers	Clerical and Administrative Workers	Sales Workers	Machinery Operators and Drivers	Labourers
Fremantle Port	86.0%	6.6%	7.4%	0.0%	10.6%	27.7%	9.4%	0.6%	16.0%	0.3%	0.0%	35.4%
GESB	23.6%	75.0%	0.0%	1.4%	9.5%	50.9%	0.0%	0.0%	39.5%	0.0%	0.0%	0.0%
Great Southern IT	44.9%	31.2%	24.0%	0.0%	5.5%	60.3%	2.4%	2.4%	29.1%	0.0%	0.0%	0.3%
Health	65.9%	22.2%	9.2%	2.7%	1.7%	60.1%	4.9%	13.5%	14.2%	0.0%	0.9%	4.6%
Housing	76.4%	21.7%	0.0%	1.8%	10.0%	20.2%	1.3%	0.5%	46.9%	21.0%	0.0%	0.1%
Indigenous Affairs	84.8%	14.6%	0.0%	0.6%	25.3%	18.4%	0.0%	0.0%	56.3%	0.0%	0.0%	0.0%
Insurance Comm	93.3%	6.7%	0.0%	0.0%	10.5%	21.7%	0.3%	0.0%	67.6%	0.0%	0.0%	0.0%
Kimberley TI	65.4%	26.8%	7.8%	0.0%	8.8%	62.4%	2.4%	0.0%	22.4%	0.0%	0.0%	3.9%
LandCorp	86.8%	12.7%	0.4%	0.0%	23.2%	23.2%	0.0%	0.0%	52.2%	1.3%	0.0%	0.0%
Landgate	94.1%	4.4%	0.0%	1.6%	13.1%	50.2%	2.3%	0.0%	34.3%	0.0%	0.0%	0.0%
Legal Aid	82.6%	17.4%	0.0%	0.0%	1.8%	48.7%	1.2%	0.0%	48.4%	0.0%	0.0%	0.0%
Local Govt	76.4%	23.6%	0.0%	0.0%	20.3%	47.2%	1.6%	0.0%	30.9%	0.0%	0.0%	0.0%
Lotterywest	84.2%	15.8%	0.0%	0.0%	23.2%	34.2%	2.6%	0.0%	36.8%	3.2%	0.0%	0.0%
Main Roads	96.6%	1.7%	0.0%	1.7%	11.8%	29.6%	11.7%	0.0%	45.7%	0.0%	0.0%	1.1%
Metro Cemeteries	88.3%	9.1%	0.6%	1.9%	5.2%	5.2%	2.6%	15.6%	35.1%	0.0%	2.6%	33.8%
Mines & Petroleum	84.5%	14.0%	0.2%	1.2%	5.4%	50.1%	12.4%	0.0%	31.9%	0.0%	0.0%	0.4%
Pilbara Institute	72.5%	20.6%	6.4%	0.5%	9.2%	50.5%	5.0%	0.0%	28.9%	0.0%	0.0%	6.4%
Planning	90.0%	10.0%	0.0%	0.0%	18.1%	51.5%	0.0%	0.4%	27.4%	1.0%	0.0%	1.5%
Police	91.6%	2.5%	5.9%	0.0%	4.2%	5.7%	0.6%	67.2%	14.8%	0.0%	0.0%	7.5%
Polytechnic West	64.5%	10.4%	24.4%	0.7%	4.9%	64.9%	2.6%	2.2%	23.4%	0.0%	1.6%	0.3%
Port Hedland Port	78.6%	17.1%	4.3%	0.0%	17.1%	41.0%	23.1%	0.0%	18.8%	0.0%	0.0%	0.0%
Premier & Cabinet	38.9%	56.7%	0.7%	3.7%	8.1%	59.8%	1.6%	0.0%	24.9%	0.2%	2.8%	2.7%
PSC	71.7%	11.2%	0.0%	17.1%	18.7%	44.4%	0.5%	0.0%	36.4%	0.0%	0.0%	0.0%
Public Prosecutions	89.4%	9.8%	0.0%	0.8%	3.0%	51.1%	0.4%	0.4%	45.1%	0.0%	0.0%	0.0%
Public Transport	93.9%	4.8%	0.4%	0.9%	7.4%	14.7%	7.5%	18.1%	18.8%	8.1%	21.4%	4.0%
Racing, Gaming & Liquor	91.3%	8.7%	0.0%	0.0%	14.3%	19.8%	1.6%	0.0%	64.3%	0.0%	0.0%	0.0%
Regional Dev & Lands	81.3%	17.8%	0.0%	0.9%	15.6%	19.4%	0.0%	0.0%	65.0%	0.0%	0.0%	0.0%

Entity	Appointment Type				ANZSCO Major Group							
	Permanent	Fixed Term	Casuals	Others	Managers	Profession-als	Technicians and Trades Workers	Communi-ty and Personal Service Workers	Clerical and Administrative Workers	Sales Workers	Machinery Operators and Drivers	Labourers
Rottnest Island	59.7%	30.2%	10.1%	0.0%	22.3%	15.8%	2.9%	0.7%	33.1%	10.8%	12.9%	1.4%
SCSA	56.6%	41.5%	1.3%	0.6%	11.3%	54.1%	1.3%	0.0%	33.3%	0.0%	0.0%	0.0%
South West IT	58.2%	12.6%	28.7%	0.5%	4.9%	62.0%	6.3%	0.0%	26.8%	0.0%	0.0%	0.0%
Sport & Rec	68.1%	22.1%	8.3%	1.5%	23.0%	12.7%	1.5%	3.4%	49.5%	0.0%	0.0%	9.8%
State Development	86.0%	11.8%	0.0%	2.2%	38.2%	21.5%	0.0%	0.0%	40.3%	0.0%	0.0%	0.0%
Training & Workforce Dev	62.3%	31.3%	4.3%	2.0%	14.6%	47.4%	0.9%	0.0%	37.1%	0.0%	0.0%	0.0%
Transport (Dept)	85.8%	13.8%	0.2%	0.2%	11.0%	22.3%	5.2%	0.0%	61.5%	0.0%	0.0%	0.0%
Treasury	93.1%	6.9%	0.0%	0.0%	27.4%	49.8%	0.3%	0.0%	22.4%	0.0%	0.0%	0.0%
VenuesWest	23.2%	4.2%	72.4%	0.2%	3.6%	2.8%	1.6%	57.7%	9.4%	4.4%	0.2%	20.4%
Water (Dept)	91.8%	8.2%	0.0%	0.0%	11.1%	68.7%	1.5%	0.0%	18.7%	0.0%	0.0%	0.0%
West Coast IT	65.8%	11.3%	22.9%	0.0%	6.4%	64.7%	1.6%	0.9%	24.9%	0.0%	0.2%	1.3%
WorkCover	86.5%	12.2%	0.0%	1.4%	16.2%	27.7%	0.0%	0.0%	56.1%	0.0%	0.0%	0.0%
Zoo	73.2%	14.1%	11.7%	1.0%	8.3%	14.1%	45.9%	2.9%	10.7%	12.2%	0.5%	5.4%

**Appendix A6**
**Occupations with 100 or more employees, June 2012 (HRMOIR).**

Occupations (ANZSCO Groups)	Headcount	FTE	Median Age (Years)	% below age 25	% age 25-44	% age 45 and over
Registered Nurses	13 311	10 384	42.7	6.1%	49.7%	44.3%
Primary School Teachers	12 381	8 718	44.5	4.6%	46.6%	48.8%
Education Aides	12 285	7 090	45.2	5.7%	43.5%	50.7%
Secondary School Teachers	8 434	6 408	45.5	3.7%	45.2%	51.1%
Police	5 762	5 550	39.6	8.2%	61.6%	30.1%
General Clerks	5 347	4 336	45.5	12.9%	35.9%	51.2%
Commercial Cleaners	4 486	2 363	50.2	3.9%	30.9%	65.3%
Other Clerical and Office Support Workers	3 905	2 334	46.4	8.0%	37.2%	54.9%
Vocational Education Teachers (Aus) / Polytechnic Teachers (NZ)	3 501	2 543	50.9	0.7%	31.0%	68.4%
Nursing Support and Personal Care Workers	3 302	2 594	50.6	6.7%	27.9%	65.4%
Early Childhood (Pre-primary School) Teachers	2 919	1 961	41.6	6.0%	54.0%	40.0%
Generalist Medical Practitioners	2 815	2 432	32.5	4.4%	82.9%	12.7%
Contract, Program and Project Administrators	2 775	2 539	44.5	3.4%	47.9%	48.7%
School Principals	2 394	2 102	52.8	0.5%	27.8%	71.6%
Welfare Support Workers	2 349	1 947	47.6	4.3%	38.8%	56.8%
Prison Officers	2 194	2 073	48.7	0.5%	36.2%	63.3%
Office Managers	2 106	1 785	50.7	1.5%	29.9%	68.7%
Inquiry Clerks	1 738	1 435	42.5	14.7%	39.8%	45.5%
Other Information and Organisation Professionals	1 709	1 475	45.3	3.9%	45.3%	50.8%
Medical Technicians	1 666	1 346	41.9	9.5%	46.1%	44.4%
Enrolled and Mothercraft Nurses	1 531	1 123	51.4	7.9%	23.7%	68.4%
Intelligence and Policy Analysts	1 369	1 205	42.0	2.3%	56.6%	41.1%
Welfare, Recreation and Community Arts Workers	1 348	1 197	40.5	5.7%	55.0%	39.3%
Receptionists	1 300	949	48.3	11.6%	31.9%	56.5%
Other Specialist Managers	1 246	1 203	50.6	0.2%	31.9%	68.0%
Other Education Managers	1 229	1 105	50.2	0.5%	33.5%	66.0%
Gardeners	1 185	726	53.3	3.6%	22.7%	73.7%
Library Assistants	1 163	545	51.4	2.4%	24.0%	73.6%
Policy and Planning Managers	1 147	1 089	50.3	0.1%	31.4%	68.5%
Environmental Scientists	1 032	916	38.4	2.7%	65.5%	31.8%

Occupations (ANZSCO Groups)	Headcount	FTE	Median Age (Years)	% below age 25	% age 25-44	% age 45 and over
Fire and Emergency Workers	996	956	41.9	1.8%	57.7%	40.5%
Management and Organisation Analysts	973	874	43.7	1.3%	53.1%	45.5%
Personal Assistants	967	842	48.2	7.4%	35.3%	57.3%
Psychologists	926	681	40.8	1.8%	60.0%	38.1%
Occupational Therapists	919	688	35.4	10.6%	61.3%	28.2%
Social Workers	910	739	46.7	1.6%	44.9%	53.4%
Accounting Clerks	905	811	47.3	6.3%	38.8%	54.9%
Kitchen hands	904	638	50.2	7.6%	28.2%	64.2%
Other Miscellaneous Labourers	859	354	59.5	5.6%	18.0%	76.4%
Medical Laboratory Scientists	845	721	41.1	4.4%	53.5%	42.1%
Physiotherapists	834	599	34.9	11.8%	60.7%	27.6%
Human Resource Professionals	813	719	41.8	3.9%	55.1%	41.0%
Other Miscellaneous Clerical and Administrative Workers	764	662	45.4	8.2%	40.7%	51.0%
Inspectors and Regulatory Officers	761	716	47.9	4.7%	37.3%	58.0%
Secretaries	695	580	48.8	6.8%	34.8%	58.4%
Health and Welfare Services Managers	662	625	51.3	0.2%	29.8%	70.1%
Midwives	648	478	43.2	4.2%	49.8%	46.0%
Filing and Registry Clerks	632	542	47.7	11.7%	32.0%	56.3%
Science Technicians	580	418	47.0	5.9%	37.2%	56.9%
Medical Imaging Professionals	552	469	38.5	9.4%	52.9%	37.7%
Accountants	523	482	44.8	1.1%	49.5%	49.3%
Internal Medicine Specialists	495	247	47.8	0.0%	40.4%	59.6%
Court and Legal Clerks	482	424	39.6	12.7%	47.3%	40.0%
Other Medical Practitioners	478	196	45.4	0.0%	48.3%	51.7%
Sports Coaches, Instructors and Officials	470	188	37.0	36.8%	34.3%	28.9%
Payroll Clerks	468	411	40.9	10.5%	46.2%	43.4%
Security Officers and Guards	448	425	41.0	2.9%	64.1%	33.0%
Education Advisers and Reviewers	446	383	49.3	0.9%	35.4%	63.7%
General Managers	445	434	52.9	0.0%	20.4%	79.6%
Public Relations Professionals	420	353	38.5	3.3%	62.6%	34.0%
Speech Professionals and Audiologists	412	301	34.3	11.2%	64.8%	24.0%

Occupations (ANZSCO Groups)	Headcount	FTE	Median Age (Years)	% below age 25	% age 25-44	% age 45 and over
Nurse Managers	409	369	51.3	0.0%	24.9%	75.1%
Dental Assistants	391	305	46.4	5.4%	41.4%	53.2%
Training and Development Professionals	385	337	44.0	2.3%	50.1%	47.5%
Other Farm, Forestry and Garden Workers	384	328	44.1	11.2%	40.9%	47.9%
ICT Business and Systems Analysts	381	355	42.7	1.3%	53.8%	44.9%
Agricultural and Forestry Scientists	380	332	46.7	1.1%	42.6%	56.3%
Call or Contact Centre Workers	379	336	42.1	10.0%	48.8%	41.2%
Pharmacists	375	315	33.5	9.6%	64.0%	26.4%
Commissioned Officers (Management)	372	368	51.0	0.3%	15.9%	83.9%
ICT Support Technicians	355	322	37.4	12.4%	56.1%	31.5%
Software and Applications Programmers	332	317	40.9	3.0%	61.4%	35.5%
Human Resource Clerks	324	289	34.9	19.1%	48.1%	32.7%
Database and Systems Administrators, and ICT Security Specialists	311	298	41.6	1.9%	56.9%	41.2%
Real Estate Sales Agents	306	288	43.9	7.8%	44.8%	47.4%
Purchasing and Supply Logistics Clerks	299	273	48.1	6.7%	39.1%	54.2%
Agricultural Technicians	294	251	50.3	7.1%	31.0%	61.9%
Judicial and Other Legal Professionals	291	259	41.6	3.1%	55.7%	41.2%
Solicitors	279	246	43.4	0.4%	54.5%	45.2%
Train and Tram Drivers	274	260	48.8	0.0%	36.9%	63.1%
Keyboard Operators	268	197	52.6	9.0%	22.8%	68.3%
Finance Managers	264	255	50.3	0.4%	29.9%	69.7%
Indigenous Health Workers	259	230	44.6	8.5%	42.1%	49.4%
Urban and Regional Planners	257	229	37.3	4.7%	68.1%	27.2%
ICT Managers	255	249	46.8	0.0%	42.0%	58.0%
Other Miscellaneous Technicians and Trades Workers	248	198	49.8	7.7%	29.8%	62.5%
Occupational and Environmental Health Professionals	247	217	43.5	3.2%	53.4%	43.3%
Cartographers and Surveyors	241	229	48.2	3.7%	39.4%	56.8%
Anaesthetists	240	159	43.8	0.0%	55.0%	45.0%
Nurse Educators and Researchers	233	193	48.0	0.0%	39.9%	60.1%
Dental Hygienists, Technicians and Therapists	233	192	46.8	6.9%	39.9%	53.2%

Occupations (ANZSCO Groups)	Headcount	FTE	Median Age (Years)	% below age 25	% age 25-44	% age 45 and over
Librarians	232	164	51.9	0.9%	24.6%	74.6%
Primary Products Inspectors	224	212	41.8	4.9%	53.6%	41.5%
Store persons	222	207	51.1	6.3%	26.1%	67.6%
Counsellors	215	179	44.6	1.4%	51.2%	47.4%
Other Health Diagnostic and Promotion Professionals	215	177	37.4	5.6%	58.6%	35.8%
Ticket Salespersons	207	149	51.2	5.3%	28.5%	66.2%
Auditors, Company Secretaries and Corporate Treasurers	206	168	43.2	4.4%	50.0%	45.6%
Dieticians	199	146	35.0	8.5%	66.3%	25.1%
Cooks	198	149	54.0	1.0%	19.7%	79.3%
Other Machine Operators	195	173	52.6	6.2%	22.1%	71.8%
Insurance, Money Market and Statistical Clerks	190	164	43.7	8.4%	46.8%	44.7%
Human Resource Managers	187	178	48.7	0.0%	35.3%	64.7%
Surgeons	184	79	43.0	0.0%	64.1%	35.9%
Psychiatrists	180	125	48.5	0.0%	35.6%	64.4%
Corporate Services Managers	179	170	51.9	0.0%	27.4%	72.6%
Archivists, Curators and Records Managers	175	160	46.4	2.9%	46.3%	50.9%
Dental Practitioners	170	114	41.9	7.1%	50.0%	42.9%
Civil Engineering Professionals	158	154	44.1	10.1%	41.1%	48.7%
Advertising and Marketing Professionals	154	135	35.4	4.5%	73.4%	22.1%
Safety Inspectors	151	142	49.2	1.3%	35.8%	62.9%
Land Economists and Valuers	141	131	48.6	2.8%	39.0%	58.2%
Gallery, Museum and Tour Guides	140	88	47.5	10.0%	35.0%	55.0%
Special Care Workers	138	129	42.7	15.2%	38.4%	46.4%
Supply and Distribution Managers	135	129	45.8	1.5%	45.9%	52.6%
Chief Executives and Managing Directors	134	133	55.3	0.0%	4.5%	95.5%
ICT Support and Test Engineers	132	128	38.5	10.6%	59.8%	29.5%
Other Building and Engineering Technicians	128	117	51.4	10.2%	25.8%	64.1%
Gallery, Library and Museum Technicians	128	106	49.3	3.9%	36.7%	59.4%
Computer Network Professionals	119	116	45.9	0.8%	47.1%	52.1%
Electricians	119	115	49.5	7.6%	31.9%	60.5%
Geologists and Geophysicists	119	112	50.1	0.8%	34.5%	64.7%

Occupations (ANZSCO Groups)	Headcount	FTE	Median Age (Years)	% below age 25	% age 25-44	% age 45 and over
Animal Attendants and Trainers	116	87	30.1	21.6%	66.4%	12.1%
Call or Contact Centre and Customer Service Managers	113	107	48.3	0.0%	33.6%	66.4%
Switchboard Operators	112	87	56.6	3.6%	15.2%	81.3%
Barristers	109	93	39.2	0.9%	71.6%	27.5%
Child Carers	106	70	44.6	16.0%	34.9%	49.1%
Handypersons	100	87	54.0	1.0%	18.0%	81.0%

## Appendix A7

### Entities by Tenure, June 2012 (HRMOIR).

Entity	Median Tenure (Years)	Less than 1 year	1 to less than 2 years	2 to less than 3 years	3 to less than 4 years	4 to less than 5 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 years and above
WA public sector	5.6	15.1%	9.9%	7.2%	7.6%	7.0%	19.6%	13.5%	7.5%	5.5%	3.0%	2.0%	1.9%
Agriculture & Food	10.8	8.2%	5.7%	2.3%	3.9%	6.5%	20.8%	14.0%	8.4%	10.9%	7.7%	5.4%	6.2%
Attorney General	6.1	10.6%	7.7%	5.7%	7.0%	10.2%	24.7%	10.6%	7.8%	6.2%	3.5%	2.0%	3.9%
Auditor General	3.3	21.5%	15.4%	8.5%	11.5%	5.4%	22.3%	6.9%	2.3%	1.5%	2.3%	1.5%	0.8%
Botanic Gardens	5.3	18.1%	8.4%	9.0%	5.8%	4.5%	26.5%	11.6%	3.2%	3.9%	3.2%	3.2%	2.6%
C Y O'Connor Institute	3.3	19.0%	17.4%	8.7%	9.2%	4.3%	19.6%	12.5%	8.2%	0.5%	0.5%	0.0%	0.0%
CCC	4.8	18.2%	12.1%	5.5%	6.1%	9.1%	49.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Central IT	4.9	14.1%	10.5%	9.6%	8.9%	7.9%	17.9%	15.4%	7.7%	3.6%	2.0%	1.2%	1.2%
Challenger IT	4.3	14.4%	14.5%	10.7%	7.3%	7.6%	19.5%	9.0%	7.5%	4.5%	1.7%	1.9%	1.3%
Chem Centre	4.8	12.1%	8.9%	8.9%	8.1%	62.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Child Protection	3.6	17.2%	13.7%	11.0%	12.3%	9.8%	19.9%	5.2%	3.4%	2.7%	2.5%	1.2%	1.1%
CHSHA	3.9	24.8%	12.8%	6.0%	6.7%	9.4%	23.5%	8.7%	4.7%	2.0%	1.3%	0.0%	0.0%
Commerce	4.0	15.4%	11.6%	5.6%	16.4%	8.8%	21.5%	9.8%	4.3%	2.9%	2.2%	0.8%	0.7%
Communities	3.8	18.6%	14.8%	9.5%	13.3%	11.4%	15.2%	4.9%	6.5%	3.0%	2.3%	0.4%	0.0%
Corrective Services	6.0	7.5%	7.1%	9.5%	9.8%	8.5%	40.8%	5.7%	4.2%	2.9%	1.7%	1.1%	1.1%
Culture & the Arts	6.5	11.8%	6.0%	7.0%	8.2%	7.0%	22.7%	13.8%	8.4%	5.6%	4.4%	2.9%	2.3%
Disability Services	6.8	10.8%	8.6%	8.1%	7.8%	6.2%	20.3%	12.7%	8.9%	7.1%	5.6%	2.5%	1.3%
Drug & Alcohol	5.1	14.9%	7.1%	2.9%	12.0%	11.2%	23.7%	12.4%	7.5%	3.7%	3.7%	0.8%	0.0%
Durack IT	3.3	21.9%	16.4%	9.6%	7.9%	6.5%	14.7%	13.0%	7.5%	2.4%	0.0%	0.0%	0.0%
Education	8.1	15.0%	8.1%	5.8%	5.8%	5.2%	16.5%	20.8%	8.9%	6.6%	3.0%	2.2%	2.1%
Env & Conservation	6.3	12.0%	8.5%	5.8%	6.5%	8.2%	22.6%	11.3%	6.5%	5.8%	3.8%	4.8%	4.1%
Esperance Port	4.3	14.4%	12.7%	10.2%	6.8%	16.1%	17.8%	11.9%	5.1%	1.7%	2.5%	0.8%	0.0%
FESA	9.2	9.5%	7.0%	3.4%	6.2%	7.3%	18.5%	11.9%	11.3%	10.0%	7.8%	4.5%	2.6%
Finance	3.7	15.2%	11.8%	8.2%	19.0%	9.3%	23.7%	4.4%	1.8%	2.0%	1.9%	0.7%	2.0%
Fisheries	5.8	12.0%	14.3%	5.9%	5.7%	7.1%	21.0%	11.2%	10.2%	3.7%	4.1%	2.4%	2.4%
Forest Products	9.2	12.9%	4.7%	1.2%	5.3%	6.5%	20.0%	11.8%	11.2%	8.8%	6.5%	7.6%	3.5%
Fremantle Port	6.0	10.9%	11.4%	4.0%	8.0%	10.0%	20.9%	7.7%	3.4%	9.4%	5.1%	3.1%	6.0%
GESB	4.0	15.9%	10.9%	13.6%	9.1%	18.2%	15.0%	8.2%	3.2%	2.7%	2.3%	0.5%	0.5%



Entity	Median Tenure (Years)	Less than 1 year	1 to less than 2 years	2 to less than 3 years	3 to less than 4 years	4 to less than 5 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 years and above
Great Southern IT	4.4	20.9%	11.6%	6.5%	8.2%	7.5%	20.9%	11.3%	8.6%	1.7%	1.0%	1.7%	0.0%
Health	4.4	17.8%	11.8%	8.2%	8.0%	7.5%	19.8%	10.5%	7.3%	4.7%	2.5%	1.3%	0.8%
Housing	4.3	16.8%	13.4%	8.2%	8.1%	6.9%	16.0%	6.4%	6.2%	6.0%	4.6%	3.5%	4.0%
Indigenous Affairs	2.8	24.1%	12.7%	16.5%	4.4%	10.1%	17.7%	10.1%	3.8%	0.0%	0.0%	0.6%	0.0%
Insurance Comm	8.6	8.0%	8.0%	4.0%	6.7%	8.8%	16.1%	9.9%	4.6%	11.5%	10.2%	6.2%	5.9%
Kimberley TI	2.2	24.4%	20.5%	12.2%	5.9%	8.3%	13.2%	11.7%	3.4%	0.0%	0.5%	0.0%	0.0%
LandCorp	3.9	16.7%	15.8%	11.0%	7.5%	14.9%	24.1%	5.7%	1.8%	1.8%	0.4%	0.0%	0.4%
Landgate	9.8	4.1%	5.0%	3.3%	4.0%	8.9%	25.1%	8.7%	6.9%	9.7%	5.9%	7.3%	11.0%
Legal Aid	5.3	13.0%	10.6%	10.0%	7.7%	5.6%	25.1%	15.0%	3.5%	5.3%	2.4%	1.8%	0.0%
Local Govt	3.3	14.6%	13.8%	11.4%	16.3%	4.9%	21.1%	4.9%	5.7%	3.3%	0.0%	0.8%	3.3%
Lotterywest	6.2	14.7%	2.1%	7.9%	6.8%	10.5%	28.4%	7.4%	8.9%	8.4%	2.6%	1.6%	0.5%
Main Roads	10.6	7.2%	3.7%	4.5%	4.5%	4.9%	23.1%	9.4%	6.9%	10.8%	5.6%	7.4%	12.0%
Metro Cemeteries	3.4	19.5%	16.9%	9.7%	7.8%	7.1%	20.8%	5.2%	6.5%	1.3%	0.6%	0.6%	3.9%
Mines & Petroleum	4.0	15.9%	10.5%	5.0%	18.3%	5.2%	13.2%	6.7%	6.1%	6.7%	3.4%	4.0%	5.0%
Pilbara Institute	3.8	19.3%	13.8%	11.9%	6.9%	10.1%	24.3%	7.8%	2.8%	1.8%	0.9%	0.5%	0.0%
Planning	5.0	12.7%	8.9%	6.9%	10.4%	11.0%	23.0%	9.1%	6.9%	4.8%	3.3%	1.2%	1.7%
Police	7.3	8.2%	8.8%	3.7%	7.5%	9.2%	20.8%	8.4%	11.0%	9.0%	6.5%	3.9%	2.9%
Polytechnic West	4.6	13.3%	9.4%	7.7%	13.0%	8.8%	20.9%	10.4%	5.8%	3.9%	2.9%	2.4%	1.5%
Port Hedland Port	1.2	43.6%	29.9%	7.7%	4.3%	2.6%	7.7%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Premier & Cabinet	3.3	20.7%	15.2%	9.1%	18.9%	5.4%	15.0%	7.0%	4.5%	2.0%	0.9%	1.1%	0.1%
PSC	1.6	31.0%	25.7%	10.7%	14.4%	3.7%	10.2%	1.6%	0.5%	0.5%	0.5%	0.5%	0.5%
Public Prosecutions	5.5	11.0%	11.0%	6.8%	9.1%	6.1%	35.2%	10.2%	4.5%	1.5%	2.3%	1.9%	0.4%
Public Transport	5.4	11.3%	7.2%	9.4%	7.8%	8.5%	31.7%	4.9%	2.0%	3.3%	1.5%	4.8%	7.5%
Racing, Gaming & Liquor	4.8	13.5%	7.1%	5.6%	14.3%	11.1%	19.8%	7.1%	2.4%	9.5%	4.8%	0.8%	4.0%
Regional Dev & Lands	3.3	23.8%	13.1%	11.3%	6.6%	2.5%	34.7%	2.8%	1.6%	0.6%	2.5%	0.6%	0.0%
Rottneest Island	3.0	21.6%	16.5%	9.4%	11.5%	11.5%	15.1%	7.2%	5.8%	0.0%	0.7%	0.7%	0.0%
SCSA	4.6	14.5%	11.3%	5.0%	6.3%	19.5%	32.7%	5.7%	3.1%	0.0%	1.9%	0.0%	0.0%
South West IT	5.8	12.6%	14.8%	4.9%	3.6%	8.7%	24.3%	19.1%	7.1%	1.6%	1.4%	1.4%	0.5%
Sport & Rec	4.2	16.7%	11.8%	8.8%	10.3%	8.3%	26.0%	6.9%	3.9%	3.4%	2.5%	1.5%	0.0%

Entity	Median Tenure (Years)	Less than 1 year	1 to less than 2 years	2 to less than 3 years	3 to less than 4 years	4 to less than 5 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30 to 34 years	35 years and above
State Development	3.0	19.4%	22.0%	8.6%	48.9%	0.0%	0.0%	0.5%	0.0%	0.0%	0.5%	0.0%	0.0%
Training & Workforce Dev	2.3	22.6%	24.2%	53.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Transport (Dept)	5.1	13.4%	8.1%	8.5%	8.4%	10.6%	25.5%	10.2%	3.9%	4.3%	3.0%	1.7%	2.4%
Treasury	4.0	16.8%	9.0%	12.5%	11.2%	8.4%	17.4%	9.7%	2.2%	4.0%	4.0%	2.8%	1.9%
VenuesWest	1.7	31.8%	23.5%	15.1%	7.3%	5.2%	9.6%	5.3%	1.5%	0.6%	0.2%	0.0%	0.0%
Water (Dept)	6.4	6.9%	6.3%	3.6%	8.6%	11.5%	30.9%	13.4%	7.3%	2.1%	2.5%	3.1%	4.0%
West Coast IT	3.7	17.8%	19.6%	7.1%	8.9%	6.4%	14.4%	10.7%	8.0%	3.3%	1.8%	0.7%	1.3%
WorkCover	4.3	14.2%	10.1%	13.5%	6.8%	8.1%	17.6%	5.4%	10.1%	6.8%	5.4%	0.0%	2.0%
Zoo	5.2	15.6%	8.3%	12.2%	6.8%	6.3%	27.3%	11.7%	4.9%	2.9%	2.0%	1.0%	1.0%

## Appendix A8

### Equity and Diversity statistics for public sector agencies and authorities, June 2012 (HRMOIR).

Entity	Women in SES	Women in Management Tier 2	Women in Management Tier 3	Indigenous Australians	People from Culturally Diverse Backgrounds	People with Disabilities	Equity Index <sup>13</sup> for Women	Equity Index for Indigenous Australians	Equity Index for Culturally Diverse Backgrounds	Equity Index for People with Disabilities	Average Diversity Survey Response Rate <sup>14</sup>
WA public sector	27.5%	30.9%	36.5%	2.6%	11.5%	3.9%	64.0	40.0	30.0	106.0	59.5%
Agriculture & Food	0.0%	0.0%	23.1%	2.0%	13.8%	2.4%	63.6	24.1	95.6	83.9	95.5%
Attorney General	21.4%	20.0%	37.8%	3.4%	10.7%	13.6%	68.1	38.3	91.3	47.0	90.5%
Auditor General	33.3%	33.3%	42.9%	0.0%	36.3%	3.0%	83.9	0.0	71.7	64.9	100.0%
Botanic Gardens	50.0%	50.0%	37.5%	2.3%	14.9%	0.6%	79.9	5.8	32.6	2.5	99.6%
C Y O'Connor Institute	0.0%	50.0%	30.0%	4.1%	7.4%	1.1%	69.0	58.6	188.2	31.5	99.1%
CCC	N/A	20.0%	0.0%	0.6%	7.2%	0.6%	68.4	98.3	116.9	29.0	100.0%
Central IT	40.0%	44.4%	60.7%	1.1%	19.8%	2.3%	90.6	128.3	58.6	66.8	97.9%
Challenger IT	80.0%	75.0%	40.9%	1.7%	13.2%	1.7%	83.5	60.1	60.8	94.0	99.6%
Chem Centre	0.0%	0.0%	22.2%	0.0%	25.8%	4.1%	50.8	0.0	102.2	78.2	99.5%
Child Protection	50.0%	50.0%	57.1%	9.7%	12.3%	1.0%	87.5	51.0	100.4	95.3	99.6%
CHSHA	N/A	0.0%	25.0%	2.3%	6.3%	0.6%	44.4	7.1	328.6	7.1	99.0%
Commerce	38.5%	22.2%	43.3%	0.2%	11.1%	3.1%	68.9	49.7	101.9	63.0	79.2%
Communities	100.0%	60.0%	56.3%	7.6%	10.6%	2.7%	83.8	41.1	74.6	17.8	99.5%
Corrective Services	20.0%	57.1%	57.1%	5.5%	8.4%	1.3%	91.3	72.5	133.6	145.4	84.7%
Culture & the Arts	44.4%	36.4%	55.9%	1.6%	13.4%	2.9%	78.3	81.3	92.2	50.2	89.5%
Disability Services	54.5%	66.7%	58.3%	0.6%	18.7%	3.5%	99.4	66.2	57.8	110.9	77.5%
Drug & Alcohol	40.0%	60.0%	85.0%	3.1%	9.7%	33.1%	91.8	64.4	131.5	63.1	99.2%
Durack IT	0.0%	50.0%	35.7%	4.6%	6.1%	1.5%	75.6	27.8	81.0	27.8	99.8%
Education	25.0%	0.0%	37.8%	3.5%	7.1%	1.9%	75.5	35.1	107.3	109.7	46.3%
Env & Conservation	5.9%	14.3%	17.8%	3.8%	6.7%	1.7%	68.0	20.7	137.2	147.5	92.7%
Esperance Port	N/A	20.0%	0.0%	3.1%	3.1%	5.1%	93.6	53.3	42.8	51.8	82.8%
FESA	12.5%	0.0%	20.0%	2.1%	5.5%	1.9%	84.8	66.4	83.3	116.1	44.8%
Finance	35.7%	50.0%	28.6%	0.5%	21.5%	1.5%	76.6	43.9	91.3	70.8	66.1%

<sup>13</sup> The Equity Index is only reliable when calculated for diversity groups with 10 or more individuals. This Index has been provided but should be interpreted with caution. Please refer to the 2012 DEOPE Annual Report for a description of the Equity Index.

<sup>14</sup> The number of individuals in each diversity group is based on self-nomination in agency administered diversity surveys. Diversity survey response rates will also vary depending on the efficacy of agency administered survey processes.

Entity	Women in SES	Women in Management Tier 2	Women in Management Tier 3	Indigenous Australians	People from Culturally Diverse Backgrounds	People with Disabilities	Equity Index <sup>13</sup> for Women	Equity Index for Indigenous Australians	Equity Index for Culturally Diverse Backgrounds	Equity Index for People with Disabilities	Average Diversity Survey Response Rate <sup>14</sup>
Fisheries	25.0%	33.3%	9.5%	1.4%	6.9%	4.4%	55.1	77.0	110.9	133.2	71.0%
Forest Products	N/A	40.0%	20.0%	0.0%	14.8%	2.7%	31.7	0.0	19.3	33.1	90.1%
Fremantle Port	N/A	42.9%	13.0%	0.4%	10.8%	6.5%	97.1	50.7	122.2	127.0	48.5%
GESB	0.0%	0.0%	60.0%	0.0%	16.7%	1.4%	87.1	0.0	79.6	17.1	100.0%
Great Southern IT	100.0%	50.0%	59.3%	3.6%	5.7%	3.1%	89.4	78.4	282.4	89.9	100.0%
Health	40.0%	50.0%	46.9%	1.8%	13.3%	10.7%	72.1	26.7	112.0	120.6	41.4%
Housing	9.1%	16.7%	38.5%	5.9%	11.1%	1.6%	68.3	53.4	85.6	82.8	99.0%
Indigenous Affairs	0.0%	40.0%	40.9%	33.3%	10.8%	2.7%	77.3	73.8	70.1	67.5	69.4%
Insurance Comm	N/A	0.0%	25.0%	0.0%	17.3%	11.1%	50.0	0.0	69.9	93.6	71.9%
Kimberley TI	100.0%	33.3%	52.4%	11.8%	7.4%	1.3%	87.7	41.8	92.9	56.9	98.1%
LandCorp	N/A	16.7%	37.5%	0.9%	9.2%	2.7%	74.8	50.1	94.1	22.0	99.4%
Landgate	14.3%	50.0%	37.0%	1.1%	9.9%	100.0%	70.5	36.0	69.9	62.4	63.3%
Legal Aid	N/A	57.1%	61.5%	1.5%	11.0%	4.2%	79.8	42.0	79.6	75.8	98.7%
Local Govt	33.3%	37.5%	55.0%	1.1%	25.3%	9.2%	82.1	37.7	66.0	159.9	70.2%
Lotterywest	57.1%	57.1%	33.3%	0.5%	13.2%	1.6%	83.4	22.6	87.7	17.7	100.0%
Main Roads	0.0%	7.1%	8.1%	0.9%	9.3%	1.5%	54.8	17.1	114.3	80.3	100.0%
Metro Cemeteries	0.0%	40.0%	15.4%	0.6%	8.0%	0.6%	114.0	3.2	376.5	3.2	99.8%
Mines & Petroleum	16.7%	14.3%	29.6%	1.5%	19.5%	3.4%	62.3	25.8	89.2	73.4	99.9%
Pilbara Institute	100.0%	40.0%	45.0%	8.0%	13.8%	3.9%	81.5	40.0	64.2	123.0	93.1%
Planning	28.6%	40.0%	35.5%	0.2%	11.6%	0.2%	74.6	13.2	71.2	95.8	78.5%
Police	0.0%	0.0%	4.8%	1.6%	6.7%	2.3%	54.9	55.8	90.4	111.8	92.7%
Polytechnic West	33.3%	33.3%	40.0%	2.4%	20.1%	1.2%	59.5	37.5	35.9	109.8	96.1%
Port Hedland Port	N/A	20.0%	27.3%	0.0%	11.2%	0.0%	89.8	0.0	108.1	0.0	91.5%
Premier & Cabinet	21.1%	27.6%	22.2%	2.1%	13.1%	3.2%	75.2	121.5	88.4	39.0	54.2%
PSC	31.3%	57.1%	12.5%	16.4%	10.4%	2.6%	70.1	5.4	98.6	48.3	79.9%
Public Prosecutions	0.0%	0.0%	47.1%	0.6%	12.3%	0.0%	84.9	10.9	117.4	0.0	58.7%
Public Transport	0.0%	0.0%	18.2%	0.7%	18.8%	0.7%	93.6	13.5	94.7	48.9	92.7%
Racing, Gaming & Liquor	33.3%	40.0%	33.3%	0.8%	21.1%	8.1%	49.6	42.6	86.7	223.5	97.6%

Entity	Women in SES	Women in Management Tier 2	Women in Management Tier 3	Indigenous Australians	People from Culturally Diverse Backgrounds	People with Disabilities	Equity Index <sup>13</sup> for Women	Equity Index for Indigenous Australians	Equity Index for Culturally Diverse Backgrounds	Equity Index for People with Disabilities	Average Diversity Survey Response Rate <sup>14</sup>
Regional Dev & Lands	12.5%	25.0%	43.8%	0.7%	15.8%	2.6%	78.0	56.9	64.2	28.6	47.8%
Rottnest Island	0.0%	37.5%	38.5%	1.6%	12.0%	0.8%	67.7	75.4	50.3	2.0	84.6%
SCSA	0.0%	66.7%	50.0%	0.6%	11.5%	1.3%	78.7	8.8	90.4	252.8	92.2%
South West IT	100.0%	66.7%	46.2%	1.5%	7.3%	1.3%	84.8	43.1	92.1	165.8	99.6%
Sport & Rec	20.0%	16.7%	18.8%	3.2%	6.5%	2.5%	50.8	61.8	138.1	224.0	91.0%
State Development	33.3%	33.3%	40.0%	1.1%	14.5%	1.1%	79.4	58.0	76.5	280.2	100.0%
Training & Workforce Dev	40.0%	16.7%	52.9%	4.0%	9.0%	0.9%	79.4	60.6	83.4	35.3	91.6%
Transport (Dept)	21.1%	50.0%	15.4%	0.7%	9.9%	0.3%	55.5	15.5	93.1	339.5	79.4%
Treasury	15.8%	0.0%	14.3%	0.5%	24.9%	1.0%	75.6	83.8	79.9	230.2	63.6%
VenuesWest	N/A	12.5%	50.0%	0.2%	15.2%	0.6%	68.6	4.0	73.9	1799.4	99.8%
Water (Dept)	40.0%	25.0%	33.3%	0.7%	10.7%	0.7%	81.6	168.3	89.7	37.5	83.7%
West Coast IT	33.3%	40.0%	43.8%	0.8%	9.5%	2.0%	74.9	9.8	93.0	21.4	98.1%
WorkCover	40.0%	40.0%	44.4%	2.7%	16.2%	5.3%	61.2	11.3	56.1	31.6	93.9%
Zoo	100.0%	75.0%	38.5%	0.8%	7.7%	5.7%	99.3	2.7	118.4	136.7	100.0%

## Appendix A9

### Entities by Regions, June 2012 (HRMOIR).

Entity	Gascoyne	Goldfields-Esperance	Great Southern	Kimberley	Mid West	Peel	Pilbara	South West	Wheatbelt	Metropolitan	Others
WA public sector	0.5%	2.5%	2.9%	2.5%	2.7%	2.2%	2.2%	5.7%	3.4%	75.1%	0.2%
Agriculture & Food	0.9%	3.5%	9.0%	3.6%	3.5%	0.7%	0.4%	8.0%	10.4%	59.8%	0.1%
Attorney General	0.5%	0.9%	0.7%	1.0%	0.6%	0.5%	0.8%	1.7%	0.8%	92.7%	0.0%
Auditor General	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Botanic Gardens	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
C Y O'Connor Institute	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
CCC	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Central IT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Challenger IT	0.0%	0.0%	0.0%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	67.8%	27.3%
Chem Centre	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Child Protection	0.7%	2.9%	2.4%	7.2%	2.8%	3.5%	3.6%	4.5%	3.3%	69.0%	0.0%
CHSHA	0.0%	9.4%	12.8%	14.1%	11.4%	0.0%	0.0%	0.0%	36.9%	15.4%	0.0%
Commerce	0.0%	0.3%	0.4%	0.4%	0.6%	0.0%	0.5%	1.5%	0.0%	96.4%	0.0%
Communities	0.4%	0.8%	1.5%	0.8%	2.3%	1.9%	3.0%	1.9%	2.3%	85.2%	0.0%
Corrective Services	0.3%	3.0%	6.1%	4.6%	4.7%	3.5%	3.6%	5.4%	0.5%	68.4%	0.0%
Culture & the Arts	0.0%	1.3%	0.9%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	96.1%	0.0%
Disability Services	0.1%	0.4%	0.8%	0.7%	0.4%	1.6%	0.3%	1.2%	0.7%	93.8%	0.0%
Drug & Alcohol	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Durack IT	11.0%	0.0%	0.0%	0.0%	89.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	0.7%	3.4%	3.4%	2.5%	3.2%	3.9%	2.7%	8.0%	5.3%	66.8%	0.2%
Env & Conservation	3.2%	2.6%	3.7%	4.0%	2.1%	3.4%	2.0%	20.7%	4.1%	54.2%	0.0%
Esperance Port	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FESA	0.0%	1.8%	2.1%	0.7%	2.4%	1.3%	0.7%	3.5%	0.7%	86.8%	0.0%
Finance	0.1%	0.9%	0.5%	0.7%	0.7%	0.0%	0.2%	1.0%	0.5%	95.5%	0.0%
Fisheries	4.5%	0.6%	2.6%	3.5%	5.1%	2.6%	1.0%	2.9%	1.6%	75.6%	0.0%
Forest Products	0.0%	3.5%	5.9%	0.0%	0.0%	17.1%	0.0%	45.9%	0.0%	27.6%	0.0%
Fremantle Port	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
GESB	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Great Southern IT	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Entity	Gascoyne	Goldfields-Esperance	Great Southern	Kimberley	Mid West	Peel	Pilbara	South West	Wheatbelt	Metropolitan	Others
Health	0.5%	2.0%	2.7%	2.5%	2.5%	0.2%	1.8%	4.6%	3.3%	79.9%	0.0%
Housing	0.6%	2.2%	2.1%	4.5%	2.5%	1.8%	3.0%	3.3%	1.9%	78.1%	0.0%
Indigenous Affairs	0.0%	2.5%	3.2%	10.1%	3.8%	0.0%	3.2%	0.0%	0.0%	77.2%	0.0%
Insurance Comm	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Kimberley TI	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LandCorp	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	99.1%	0.0%
Landgate	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	98.2%	0.0%
Legal Aid	0.0%	3.8%	2.7%	4.7%	2.9%	0.0%	1.5%	3.2%	0.0%	81.1%	0.0%
Local Govt	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Lotterywest	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Main Roads	1.8%	2.0%	3.6%	3.3%	3.0%	0.0%	2.6%	6.4%	5.0%	72.3%	0.0%
Metro Cemeteries	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Mines & Petroleum	0.0%	5.2%	0.0%	0.0%	0.6%	0.0%	1.1%	1.4%	0.4%	91.3%	0.0%
Pilbara Institute	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Planning	0.0%	0.0%	1.5%	0.0%	1.0%	2.7%	1.0%	4.6%	0.0%	89.2%	0.0%
Police	0.0%	2.9%	2.6%	2.3%	3.0%	3.9%	2.6%	3.0%	2.1%	77.6%	0.0%
Polytechnic West	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Port Hedland Port	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	84.6%	0.0%	0.0%	15.4%	0.0%
Premier & Cabinet	0.8%	0.9%	1.8%	0.7%	1.6%	1.9%	0.9%	2.2%	1.0%	88.0%	0.2%
PSC	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Public Prosecutions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Public Transport	0.0%	0.2%	0.3%	0.0%	0.3%	9.4%	0.0%	1.6%	0.0%	88.2%	0.0%
Racing, Gaming & Liquor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Regional Dev & Lands	0.9%	0.0%	0.0%	2.8%	0.0%	0.0%	1.6%	1.3%	0.0%	93.4%	0.0%
Rottnest Island	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
SCSA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
South West IT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Sport & Rec	2.0%	2.0%	1.5%	1.5%	1.5%	3.4%	1.5%	1.5%	1.5%	83.8%	0.0%
State Development	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	97.8%	2.2%

Entity	Gascoyne	Goldfields-Esperance	Great Southern	Kimberley	Mid West	Peel	Pilbara	South West	Wheatbelt	Metropolitan	Others
Training & Workforce Dev	0.0%	18.0%	0.2%	0.6%	0.3%	0.5%	0.2%	1.1%	0.5%	78.8%	0.0%
Transport (Dept)	0.7%	1.4%	1.1%	1.1%	1.7%	1.3%	1.9%	2.0%	0.0%	89.0%	0.0%
Treasury	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
VenuesWest	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Water (Dept)	1.0%	0.0%	3.2%	2.7%	3.1%	5.0%	1.9%	9.7%	0.6%	72.9%	0.0%
West Coast IT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
WorkCover	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Zoo	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%



## Appendix B - List of entities required to report under the PSM Act, PID Act and EO Act

### Appendix B1 Public sector agencies and Schedule 1 PSM Act authorities

Agency/authority	Abbreviation used in section 3 (AAS results)	PSM Act	PID Act	EO Act	Agency type
Albany Port Authority	Albany Port		✓	✓	Schedule 1 entity
Animal Resources Authority	Animal Resources	✓	✓	✓	Non-SES entity
Architects Board of Western Australia	Architects Board	✓	✓	✓	Non-SES entity
Botanic Gardens and Parks Authority	Botanic Gardens	✓	✓	✓	SES organisation (Schedule 2)
Broome Port Authority	Broome Port		✓	✓	Schedule 1 entity
Bunbury Port Authority	Bunbury Port		✓	✓	Schedule 1 entity
Bunbury Water Board (Aqwest)	Bunbury Water	✓	✓	✓	Non-SES entity
Burswood Park Board	Burswood Park	✓	✓	✓	Non-SES entity
Busselton Water Board	Busselton Water	✓	✓	✓	Non-SES entity
C. Y. O'Connor Institute	C Y O'Connor Institute	✓	✓	✓	SES organisation (Schedule 2)
Central Institute of Technology	Central IT	✓	✓	✓	SES organisation (Schedule 2)
Challenger Institute of Technology	Challenger IT	✓	✓	✓	SES organisation (Schedule 2)
Chemistry Centre (WA)	Chem Centre	✓	✓	✓	SES organisation (Schedule 2)
Commissioner for Children and Young People	Children & Young People	✓	✓	✓	Non-SES entity
Commissioner for Equal Opportunity	Equal Opp	✓	✓	✓	Non-SES entity
Commissioner of Main Roads	Main Roads	✓	✓	✓	SES organisation (Schedule 2)
Construction Industry Training Fund	CITF	✓	✓	✓	Non-SES entity
Corruption and Crime Commission	CCC	✓	✓	✓	Non-SES entity
Country High School Hostels Authority	CHSHA	✓	✓	✓	SES organisation (Schedule 2)
Dampier Port Authority	Dampier Port		✓	✓	Schedule 1 entity
Department for Child Protection	Child Protection	✓	✓	✓	Department (Section 35)
Department for Communities	Communities	✓	✓	✓	Department (Section 35)
Department of Agriculture and Food	Agriculture & Food	✓	✓	✓	Department (Section 35)
Department of Commerce	Commerce	✓	✓	✓	Department (Section 35)
Department of Corrective Services	Corrective Services	✓	✓	✓	Department (Section 35)
Department of Culture and the Arts	Culture and the Arts	✓	✓	✓	Department (Section 35)
Department of Education	Education	✓	✓	✓	Department (Section 35)
Department of Education Services	Educ Services	✓	✓	✓	Department (Section 35)

Agency/authority	Abbreviation used in section 3 (AAS results)	PSM Act	PID Act	EO Act	Agency type
Department of Environment and Conservation	Env & Conservation	✓	✓	✓	Department (Section 35)
Department of Finance	Finance	✓	✓	✓	Department (Section 35)
Department of Fisheries	Fisheries	✓	✓	✓	Department (Section 35)
Department of Health	Health	✓	✓	✓	Department (Section 35)
Department of Housing	Housing	✓	✓	✓	Department (Section 35)
Department of Indigenous Affairs	Indigenous Affairs	✓	✓	✓	Department (Section 35)
Department of Local Government	Local Govt	✓	✓	✓	Department (Section 35)
Department of Mines and Petroleum	Mines & Petroleum	✓	✓	✓	Department (Section 35)
Department of Planning	Planning	✓	✓	✓	Department (Section 35)
Department of Racing, Gaming and Liquor	Racing, Gaming & Liquor	✓	✓	✓	Department (Section 35)
Department of Regional Development and Lands	Regional Dev & Lands	✓	✓	✓	Department (Section 35)
Department of Sport and Recreation	Sport & Rec	✓	✓	✓	Department (Section 35)
Department of State Development	State Development	✓	✓	✓	Department (Section 35)
Department of the Attorney General	Attorney General	✓	✓	✓	Department (Section 35)
Department of the Premier and Cabinet	Premier & Cabinet	✓	✓	✓	Department (Section 35)
Department of the Registrar Western Australian Industrial Relations Commission	WAIRC	✓	✓	✓	Department (Section 35)
Department of Training and Workforce Development	Training & Workforce Dev	✓	✓	✓	Department (Section 35)
Department of Transport	Transport (Dept)	✓	✓	✓	Department (Section 35)
Department of Treasury	Treasury (Dept)	✓	✓	✓	Department (Section 35)
Department of Water	Water (Dept)	✓	✓	✓	Department (Section 35)
Disability Services Commission	Disability Services	✓	✓	✓	SES Department (Section 35 & Schedule 2)
Durack Institute Of Technology	Durack IT	✓	✓	✓	SES organisation (Schedule 2)
Economic Regulation Authority	ERA	✓	✓	✓	SES organisation (Schedule 2)
Electricity Generation Corporation (Verve Energy)	Verve Energy		✓	✓	Schedule 1 entity
Electricity Networks Corporation (Western Power)	Western Power		✓	✓	Schedule 1 entity
Electricity Retail Corporation (Synergy)	Synergy		✓	✓	Schedule 1 entity
Esperance Port Authority	Esperance Port		✓	✓	Schedule 1 entity
Fire and Emergency Services Authority of Western Australia	FESA	✓	✓	✓	SES organisation (Schedule 2)

Agency/authority	Abbreviation used in section 3 (AAS results)	PSM Act	PID Act	EO Act	Agency type
Forest Products Commission	Forest Products	✓	✓	✓	Non-SES entity
Fremantle Port Authority	Fremantle Port		✓	✓	Schedule 1 entity
Gascoyne Development Commission	Gascoyne Dev	✓	✓	✓	SES organisation (Schedule 2)
Geraldton Port Authority	Geraldton Port		✓	✓	Schedule 1 entity
Gold Corporation	Gold Corporation		✓	✓	Schedule 1 entity
Goldfields-Esperance Development Commission	GoldEsp Dev	✓	✓	✓	SES organisation (Schedule 2)
Government Employees Superannuation Board (GESB)	GESB	✓	✓	✓	SES organisation (Schedule 2)
Great Southern Development Commission	Gr Southern Dev	✓	✓	✓	SES organisation (Schedule 2)
Great Southern Institute of Technology	Great Southern IT	✓	✓	✓	SES organisation (Schedule 2)
Health and Disability Services Complaints Office	HaDSCO	✓	✓	✓	Non-SES entity
Heritage Council of Western Australia	State Heritage	✓	✓	✓	Non-SES entity
Independent Market Operator	Independ Mkt Op		✓	✓	Schedule 1 entity
Insurance Commission of Western Australia	Insurance Comm	✓	✓	✓	SES organisation (Schedule 2)
Kimberley Development Commission	Kimberley Dev	✓	✓	✓	SES organisation (Schedule 2)
Kimberley Training Institute	Kimberley TI	✓	✓	✓	SES organisation (Schedule 2)
Law Reform Commission of Western Australia	Law Reform	✓	✓	✓	Non-SES entity
Legal Aid Commission of Western Australia	Legal Aid	✓	✓	✓	Non-SES entity
Legal Practice Board	Legal Prac	✓	✓	✓	Non-SES entity
Lotteries Commission (Lotterywest)	Lotterywest	✓	✓	✓	SES organisation (Schedule 2)
Mental Health Commission	Mental Health	✓	✓	✓	Department (Section 35)
Metropolitan Cemeteries Board	Metro Cemeteries	✓	✓	✓	SES organisation (Schedule 2)
Metropolitan Redevelopment Authority	Metro Redev	✓	✓	✓	SES organisation (Schedule 2)
Mid West Development Commission	Mid West Dev	✓	✓	✓	SES organisation (Schedule 2)
Minerals and Energy Research Institute of Western Australia	MERIWA	✓	✓	✓	SES organisation (Schedule 2)
Office of the Auditor General	Auditor General	✓	✓	✓	Department (Section 35)
Office of the Director of Public Prosecutions	Public Prosecutions	✓	✓	✓	Department (Section 35)
Office of the Environmental Protection Authority	Environment Protection	✓	✓	✓	Department (Section 35)
Office of the Information Commissioner	Info Commissioner	✓	✓	✓	Non-SES entity
Office of the Inspector of Custodial Services	Custodial Services	✓	✓	✓	Department (Section 35)

Agency/authority	Abbreviation used in section 3 (AAS results)	PSM Act	PID Act	EO Act	Agency type
Parliamentary Commissioner for Administrative Investigations (Ombudsman)	Ombudsman	✓	✓	✓	Non-SES entity
Peel Development Commission	Peel Dev	✓	✓	✓	SES organisation (Schedule 2)
Perth Market Authority	Perth Market	✓	✓	✓	Non-SES entity
Pilbara Development Commission	Pilbara Dev	✓	✓	✓	SES organisation (Schedule 2)
Pilbara Institute	Pilbara Institute	✓	✓	✓	SES organisation (Schedule 2)
Polytechnic West	Polytechnic West	✓	✓	✓	SES organisation (Schedule 2)
Port Hedland Port Authority	Port Hedland Port		✓	✓	Schedule 1 entity
Potato Marketing Corporation of Western Australia	Potato Marketing	✓	✓	✓	Non-SES entity
Public Sector Commission	PSC	✓	✓	✓	Department (Section 35)
Public Transport Authority of Western Australia	Public Transport	✓	✓	✓	SES organisation (Schedule 2)
Racing and Wagering WA	Racing & Wagering		✓	✓	Schedule 1 entity
Regional Power Corporation (Horizon Power)	Horizon Power		✓	✓	Schedule 1 entity
Rottneest Island Authority	Rottneest Island	✓	✓	✓	SES organisation (Schedule 2)
School Curriculum & Standards Authority	SCSA	✓	✓	✓	SES organisation (Schedule 2)
Small Business Development Corporation	Small Business	✓	✓	✓	SES organisation (Schedule 2)
South West Development Commission	South West Dev	✓	✓	✓	SES organisation (Schedule 2)
South West Institute of Technology	South West IT	✓	✓	✓	SES organisation (Schedule 2)
The National Trust of Australia (W.A.)	National Trust	✓	✓	✓	Non-SES entity
Veterinary Surgeons' Board	-	✓	✓	✓	Non-SES entity
Water Corporation	Water Corp		✓	✓	Schedule 1 entity
West Coast Institute of Training	West Coast IT	✓	✓	✓	SES organisation (Schedule 2)
Western Australia Police	Police	✓	✓	✓	Department (Section 35) and Schedule 1 entity
Western Australian Alcohol and Drug Authority	Drug & Alcohol	✓	✓	✓	SES organisation (Schedule 2)
Western Australian College of Teaching	WA College of Teaching	✓	✓	✓	Non-SES entity
Western Australian Electoral Commission	Electoral Comm	✓	✓	✓	Department (Section 35)
Western Australian Greyhound Racing Association	Greyhound Racing		✓	✓	Schedule 1 entity
Western Australian Health Promotion Foundation (Healthway)	Healthway	✓	✓	✓	Non-SES entity
Western Australian Land Authority (LandCorp)	LandCorp		✓	✓	Schedule 1 entity

Agency/authority	Abbreviation used in section 3 (AAS results)	PSM Act	PID Act	EO Act	Agency type
Western Australian Land Information Authority (Landgate)	Landgate	✓	✓	✓	SES organisation (Schedule 2)
Western Australian Meat Industry Authority	Meat Auth	✓	✓	✓	Non-SES entity
Western Australian Sports Centre Trust (VenuesWest)	VenuesWest	✓	✓	✓	Non-SES entity
Western Australian Tourism Commission	Tourism	✓	✓	✓	SES organisation (Schedule 2)
Western Australian Treasury Corporation	Treasury Corp		✓	✓	Schedule 1 entity
Wheatbelt Development Commission	Wheatbelt Dev	✓	✓	✓	SES organisation (Schedule 2)
WorkCover Western Australia Authority	WorkCover	✓	✓	✓	SES organisation (Schedule 2)
Zoological Parks Authority	Zoo	✓	✓	✓	SES organisation (Schedule 2)

## Appendix B2 Independent agencies reported by larger agency

- Conservation Commission Western Australia is reported with the Department of Environment and Conservation
- Electoral Offices are reported as a part of the Department of the Premier and Cabinet
- Keep Australia Beautiful Council is reported with the Department of Environment and Conservation
- Office of the Public Advocate is reported with the Department of the Attorney General
- Public Trustee's Office is reported as a part of the Department of the Attorney General
- Salaries and Allowances Tribunal is reported as a part of the Public Sector Commission
- State Administrative Tribunal is reported as part of the Department of the Attorney General
- State Supply Commission is reported with the Department Finance
- Swan River Trust is reported with the Department of Environment and Conservation.

### **Appendix B3      Agencies removed in 2011/12**

- Department of Treasury and Finance
- Office of Energy
- Builders Registration Board of Western Australia
- Painters Registration Board of Western Australia
- East Perth Redevelopment Authority
- Subiaco Redevelopment Authority
- Midland Redevelopment Authority

The following Boards joined the national registration and accreditation scheme administered federally by the Australian Health Practitioner Regulation Agency (AHPRA):

- Nurses and Midwives Board of Western Australia
- Pharmaceutical Council of Western Australia

### **Appendix B4      New agencies for 2011/12**

- Metropolitan Redevelopment Authority
- Department of Treasury
- Department of Finance

## Appendix B5

### Local government authorities

Local government authority	PSM Act	PID Act	EO Act
City of Albany		✓	✓
City of Armadale		✓	✓
Shire of Ashburton		✓	✓
Shire of Augusta-Margaret River		✓	✓
Town of Bassendean		✓	✓
City of Bayswater		✓	✓
City of Belmont		✓	✓
Shire of Beverley		✓	✓
Shire of Boddington		✓	✓
Shire of Boyup Brook		✓	✓
Shire of Bridgetown-Greenbushes		✓	✓
Shire of Brookton		✓	✓
Shire of Broome		✓	✓
Shire of Broomehill-Tambellup		✓	✓
Shire of Bruce Rock		✓	✓
City of Bunbury		✓	✓
Shire of Busselton		✓	✓
Town of Cambridge		✓	✓
City of Canning		✓	✓
Shire of Capel		✓	✓
Shire of Carnamah		✓	✓
Shire of Carnarvon		✓	✓
Shire of Chapman Valley		✓	✓
Shire of Chittering		✓	✓
Shire of Christmas Island		✓	✓
Town of Claremont		✓	✓
City of Cockburn		✓	✓
Shire of Cocos (Keeling) Islands		✓	✓
Shire of Collie		✓	✓
Shire of Coolgardie		✓	✓

Local government authority	PSM Act	PID Act	EO Act
Shire of Coorow		✓	✓
Shire of Corrigin		✓	✓
Town of Cottesloe		✓	✓
Shire of Cranbrook		✓	✓
Shire of Cuballing		✓	✓
Shire of Cue		✓	✓
Shire of Cunderdin		✓	✓
Shire of Dalwallinu		✓	✓
Shire of Dandaragan		✓	✓
Shire of Dardanup		✓	✓
Shire of Denmark		✓	✓
Shire of Derby-West Kimberley		✓	✓
Shire of Donnybrook-Balingup		✓	✓
Shire of Dowerin		✓	✓
Shire of Dumbleyung		✓	✓
Shire of Dundas		✓	✓
Town of East Fremantle		✓	✓
Shire of East Pilbara		✓	✓
Shire of Esperance		✓	✓
Shire of Exmouth		✓	✓
City of Fremantle		✓	✓
City of Greater Geraldton		✓	✓
Shire of Gingin		✓	✓
Shire of Gnowangerup		✓	✓
Shire of Goomalling		✓	✓
City of Gosnells		✓	✓
Shire of Halls Creek		✓	✓
Shire of Harvey		✓	✓
Shire of Irwin		✓	✓
Shire of Jerramungup		✓	✓
City of Joondalup		✓	✓



Local government authority	PSM Act	PID Act	EO Act
Shire of Kalamunda		✓	✓
City of Kalgoorlie-Boulder		✓	✓
Shire of Katanning		✓	✓
Shire of Kellerberrin		✓	✓
Shire of Kent		✓	✓
Shire of Kojonup		✓	✓
Shire of Kondinin		✓	✓
Shire of Koorda		✓	✓
Shire of Kulin		✓	✓
Town of Kwinana		✓	✓
Shire of Lake Grace		✓	✓
Shire of Laverton		✓	✓
Shire of Leonora		✓	✓
City of Mandurah		✓	✓
Shire of Manjimup		✓	✓
Shire of Meekatharra		✓	✓
City of Melville		✓	✓
Shire of Menzies		✓	✓
Shire of Merredin		✓	✓
Shire of Mingenew		✓	✓
Shire of Moora		✓	✓
Shire of Morawa		✓	✓
Town of Mosman Park		✓	✓
Shire of Mount Magnet		✓	✓
Shire of Mount Marshall		✓	✓
Shire of Mukinbudin		✓	✓
Shire of Mundaring		✓	✓
Shire of Murchison		✓	✓
Shire of Murray		✓	✓
Shire of Nannup		✓	✓
Shire of Narembeen		✓	✓

Local government authority	PSM Act	PID Act	EO Act
Shire of Narrogin		✓	✓
Town of Narrogin		✓	✓
City of Nedlands		✓	✓
Shire of Ngaanyatjarrika		✓	✓
Shire of Northam		✓	✓
Shire of Northampton		✓	✓
Shire of Nungarin		✓	✓
Shire of Peppermint Grove		✓	✓
Shire of Perenjori		✓	✓
City of Perth		✓	✓
Shire of Pingelly		✓	✓
Shire of Plantagenet		✓	✓
Town of Port Hedland		✓	✓
Shire of Quairading		✓	✓
Shire of Ravensthorpe		✓	✓
City of Rockingham		✓	✓
Shire of Roebourne		✓	✓
Shire of Sandstone		✓	✓
Shire of Serpentine-Jarrahdale		✓	✓
Shire of Shark Bay		✓	✓
City of South Perth		✓	✓
City of Stirling		✓	✓
City of Subiaco		✓	✓
City of Swan		✓	✓
Shire of Tammin		✓	✓
Shire of Three Springs		✓	✓
Shire of Toodyay		✓	✓
Shire of Trayning		✓	✓
Shire of Upper Gascoyne		✓	✓
Town of Victoria Park		✓	✓
Shire of Victoria Plains		✓	✓

Local government authority	PSM Act	PID Act	EO Act
Town of Vincent		✓	✓
Shire of Wagin		✓	✓
Shire of Wandering		✓	✓
City of Wanneroo		✓	✓
Shire of Waroona		✓	✓
Shire of West Arthur		✓	✓
Shire of Westonia		✓	✓
Shire of Wickepin		✓	✓
Shire of Williams		✓	✓
Shire of Wiluna		✓	✓
Shire of Wongan-Ballidu		✓	✓
Shire of Woodanilling		✓	✓
Shire of Wyalkatchem		✓	✓
Shire of Wyndham-East Kimberley		✓	✓
Shire of Yalgoo		✓	✓
Shire of Yilgarn		✓	✓
Shire of York		✓	✓

## Appendix B6 Public universities

Public university	PSM Act	PID Act	EO Act
Curtin University of Technology		✓	✓
Edith Cowan University		✓	✓
Murdoch University		✓	✓
University of Western Australia		✓	✓

## Appendix B7

## Boards and committees

Board or committee	PSM Act	PID Act	EO Act
Aboriginal Cultural Material Committee	✓	✓	✓
Aboriginal Lands Trust	✓	✓	✓
Adoption Applications Committee	✓	✓	✓
Agriculture Produce Commission	✓	✓	✓
Anaesthesia Mortality Committee	✓	✓	✓
Animal Ethics Committee (DAFWA)	✓	✓	✓
Animal Ethics Committee (DEC)	✓	✓	✓
Appeal Costs Board	✓	✓	✓
Aquatic Advisory Committee	✓	✓	✓
Aqwest - Bunbury Water Board	✓	✓	✓
Architects Board of Western Australia	✓	✓	✓
Armadale Land Redevelopment Committee	✓	✓	✓
Avon Industrial Park Advisory Board	✓	✓	✓
Board of the Water Corporation	✓	✓	✓
Botanic Gardens and Parks Authority Board of Management	✓	✓	✓
Building and Construction Industry Training Board	✓	✓	✓
Building Services Board	✓	✓	✓
Bunbury Port Authority Board	✓	✓	✓
Burswood Park Board	✓	✓	✓
Busselton Water Board	✓	✓	✓
C Y O'Connor Institute Governing Council	✓	✓	✓
Caravan Parks and Camping Grounds Advisory Committee	✓	✓	✓
Carers Advisory Council	✓	✓	✓
Central Institute of Technology Governing Council	✓	✓	✓
Central Perth Land Redevelopment Committee	✓	✓	✓
Challenger Institute of Technology Governing Council	✓	✓	✓
Charitable Collections Advisory Committee	✓	✓	✓
Coal Industry Superannuation Board	✓	✓	✓
Cockburn Sound Management Council	✓	✓	✓
Commission for Occupational Safety and Health	✓	✓	✓

Board or committee	PSM Act	PID Act	EO Act
Community Titles Advisory Committee Land Tenure Committee	✓	✓	✓
Conservation Commission of Western Australia Board	✓	✓	✓
Construction Industry Long Service Leave Payments Board	✓	✓	✓
Construction Industry Safety Advisory Committee	✓	✓	✓
Contaminated Sites Committee	✓	✓	✓
Control of Vehicles (Off-road Areas) Act Advisory Committee	✓	✓	✓
Council of the Government House Foundation of Western Australia	✓	✓	✓
Country Housing Authority Board	✓	✓	✓
Criminal Injuries Compensation	✓	✓	✓
DHAC: Blackwood District Health Advisory Council	✓	✓	✓
DHAC: Bunbury District Health Advisory Council	✓	✓	✓
DHAC: Leschenault District Health Advisory Council	✓	✓	✓
DHAC: Murchison District Health Advisory Council	✓	✓	✓
DHAC: Naturaliste District Health Advisory Council	✓	✓	✓
DHAC: Western District Health Advisory Council	✓	✓	✓
Dieback Consultative Council	✓	✓	✓
Digestive Health Network Executive Advisory Group	✓	✓	✓
Disability Services Commission Board	✓	✓	✓
Durack Institute of Technology Governing Council	✓	✓	✓
Electrical Licensing Board	✓	✓	✓
Electricity Networks Corporation (Western Power) Board	✓	✓	✓
Electricity Retail Corporation Board	✓	✓	✓
Environmental Protection Authority	✓	✓	✓
FESA Board of Management	✓	✓	✓
Fitzroy Futures Forum Governance Committee	✓	✓	✓
Fluoridation of Public Water Supplies Advisory Committee	✓	✓	✓
Forest Products Commission Board	✓	✓	✓
Fremantle Port Authority Board	✓	✓	✓
Gaming and Wagering Commission of Western Australia	✓	✓	✓
Gaming Community Trust	✓	✓	✓
Gascoyne Development Commission Board	✓	✓	✓

Board or committee	PSM Act	PID Act	EO Act
Gender Reassignment Board	✓	✓	✓
Geographe Catchment Council (Geocatch)	✓	✓	✓
Geraldton Port Authority Board	✓	✓	✓
Goldfields-Esperance Development Commission Board of Management	✓	✓	✓
Governing Board for the Chemistry Centre	✓	✓	✓
Great Southern Development Commission Board	✓	✓	✓
Independent Priority Assessment Panel	✓	✓	✓
Integrated Fisheries Allocation Advisory Committee	✓	✓	✓
Kalgoorlie-Boulder Cemetery Board	✓	✓	✓
Keystart Board	✓	✓	✓
Kimberley Development Commission Board	✓	✓	✓
Kimberley Regional Planning Committee	✓	✓	✓
Kimberley Training Institute Governing Council	✓	✓	✓
Land Surveyors Licensing Board of Western Australia	✓	✓	✓
Law Reform Commission of Western Australia	✓	✓	✓
Legal Costs Committee	✓	✓	✓
Library Board of Western Australia	✓	✓	✓
Local Government Advisory Board	✓	✓	✓
Local Health Authorities Analytical Committee	✓	✓	✓
Marine Parks and Reserves Authority	✓	✓	✓
Medical Radiation Technologists Registration Board of WA	✓	✓	✓
Metro Central Joint Development Assessment Panel (JDAP)	✓	✓	✓
Metro South-West Joint Development Assessment Panel (JDAP)	✓	✓	✓
Metropolitan Cemeteries Board	✓	✓	✓
Metropolitan Redevelopment Authority Board	✓	✓	✓
Minerals Research Advisory Committee	✓	✓	✓
Mining Industry Advisory Committee	✓	✓	✓
Ministerial Advisory Council on Disability	✓	✓	✓
Non-Government School Registration Advisory Panel	✓	✓	✓
PaRK Mental Health Service Steering Committee	✓	✓	✓
Parliamentary Superannuation Board	✓	✓	✓

Board or committee	PSM Act	PID Act	EO Act
Partnership Forum	✓	✓	✓
Perth Market Authority Board	✓	✓	✓
Pest Animal Control Ethics Advisory Committee	✓	✓	✓
Pharmacy Registration Board of Western Australia	✓	✓	✓
Pilbara Development Commission Board	✓	✓	✓
Pilbara Institute Governing Council	✓	✓	✓
Plumbers Licensing Board	✓	✓	✓
Port Hedland Port Authority Board	✓	✓	✓
Potato Marketing Corporation of Western Australia Board	✓	✓	✓
Prisoners Review Board	✓	✓	✓
Problem Gambling Support Services Committee	✓	✓	✓
Professional Combat Sports Commission Board	✓	✓	✓
Professional Standards Council	✓	✓	✓
Public Education Endowment Trust	✓	✓	✓
Racing and Wagering Western Australia Board	✓	✓	✓
Radiological Council	✓	✓	✓
Regional Power Corporation Board	✓	✓	✓
Register Committee	✓	✓	✓
Road Freight Transport Industry Council	✓	✓	✓
Road Safety Council	✓	✓	✓
Roadside Conservation Committee	✓	✓	✓
Royal Perth Hospital Animal Ethics Committee	✓	✓	✓
Royal Perth Hospital Biosafety Committee	✓	✓	✓
Rural and Remote Education Advisory Council	✓	✓	✓
Rural Business Development Corporation Board	✓	✓	✓
Rural, Remote and Regional Women's Network of Western Australia	✓	✓	✓
School Curriculum and Standards Authority Board	✓	✓	✓
ScreenWest Board	✓	✓	✓
Seniors Ministerial Advisory Council	✓	✓	✓
Shark Bay World Heritage Property Scientific Advisory Committee	✓	✓	✓
Small Business Development Corporation Board	✓	✓	✓

Board or committee	PSM Act	PID Act	EO Act
South West Development Commission Board	✓	✓	✓
South West Institute of Technology Governing Council	✓	✓	✓
State Records Commission	✓	✓	✓
State Training Board	✓	✓	✓
Stimulants Assessment Panel	✓	✓	✓
Subiaco Land Redevelopment Committee	✓	✓	✓
Supervised Release Review Board	✓	✓	✓
Swan River Trust Board	✓	✓	✓
Swan River Trust Board: River Protection Strategy Advisory Committee	✓	✓	✓
Taxi Industry Board	✓	✓	✓
Training Accreditation Council	✓	✓	✓
Veterinary Surgeons Board	✓	✓	✓
WA Alcohol and Drug Authority	✓	✓	✓
WARTC: Scientific Advisory Committee	✓	✓	✓
Waste Authority	✓	✓	✓
West Coast Institute of Training Governing Council	✓	✓	✓
Western Australian Aged Care Advisory Council	✓	✓	✓
Western Australian College of Teaching Board of Management	✓	✓	✓
Western Australian Electricity Review Board	✓	✓	✓
Western Australian Health Promotion Foundation (Healthway) Board	✓	✓	✓
Western Australian Land Information Authority Board of Management	✓	✓	✓
Western Australian Local Government Grants Commission	✓	✓	✓
Western Australian Lotteries Commission Board (Lotterywest)	✓	✓	✓
Western Australian Museum Board of Trustees	✓	✓	✓
Western Australian Planning Commission	✓	✓	✓
Western Australian Regional Development Trust	✓	✓	✓
Western Australian Sports Centre Trust Board	✓	✓	✓
Western Australian Technology and Industry Advisory Council	✓	✓	✓
Western Australian Tourism Commission Board	✓	✓	✓
Women's Advisory Council	✓	✓	✓
WorkCover Western Australia - Medical Committee	✓	✓	✓



Board or committee	PSM Act	PID Act	EO Act
WorkCover Western Australia Authority	✓	✓	✓
Zoological Parks Authority Board	✓	✓	✓

Please note numerous boards and committees report on PID matters through their affiliated public sector agency's PID officer.

## Appendix C List of agencies surveyed for EPS

Agency	Total Surveys Distributed	Total Surveys Returned	Response Rate
Department of Education-South Metro (Canning and Fremantle Peel)	14 104	2 766	19.6%
Department of Corrective Services	4 305	583	13.5%
Department of Health - Child and Adolescent Health Service	2 833	790	27.9%
WA Country Health Service - South West	2 500	607	24.3%
Department of Finance	1 544	616	39.9%
Fire and Emergency Services Authority of Western Australia	1 442	524	36.3%
Challenger Institute of Technology	1 038	324	31.2%
Department of Education – Kimberley	925	186	20.1%
Department of Mines and Petroleum	786	400	50.9%
Department of Treasury	303	160	52.8%
Pilbara Institute of Technology	210	101	48.1%
Lotterywest	183	94	51.4%
Rottnest Island Authority	154	83	53.9%
Western Australian Sports Centre Trust (Venues West)	143	52	36.4%
Botanic Gardens and Parks Authority	135	62	45.9%
Chemistry Centre (WA)	127	65	51.2%
Office of the Auditor General	111	51	45.9%
Mental Health Commission	58	41	70.7%
Department of the Registrar WA Industrial Relations Commission	38	19	50.0%
The National Trust of Australia (W.A.)	29	12	41.4%
<b>Total</b>	<b>30 968</b>	<b>7 536</b>	<b>24.3%</b>



