

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**BUDGET ESTIMATES 2013-2014**

Finance and Deregulation Portfolio

**Department/Agency:** ComSuper

**Outcome/Program:**

**Topic:** State of the Service – employee census

**Senator:** Humphries

**Question reference number:** F44

**Type of question:** Hansard, F&PA Committee, Page 38, 29 May 2013

**Date set by the committee for the return of answer:** Friday, 12 July 2013

**Number of pages:** 1

**Question:**

**Senator HUMPHRIES:** I want to ask ComSuper some questions about workplace bullying and harassment. I do not know if you happen to have the *State of the service* report employee census handy for ComSuper; I have a question to ask about that. Perhaps you could take that on notice. In the survey of employees for 2012—I assume it is the most recent—you had 73 per cent of employees respond. Under the heading 'APS Values and Code of Conduct' you have the question: Did you witness another APS employee engaging in behaviour you saw as a serious breach of the code of conduct? You have 14 per cent saying 'Yes', but in the next column you have a positive rate of 77 per cent. If you would explain why those figures are different, please, that would be handy.

**Dr Charker:** Yes, we can do that.

**Answer:**

In reply to the question “Did you witness another APS employee engaging in behaviour you saw as a serious breach of the code of conduct?”, 14 per cent of ComSuper respondents indicated “Yes”, 77 per cent “No”, and 9 per cent were “Not sure”.

The “No” responses are taken by the APSC to be a positive result to this particular question, which is reflected in the 77 per cent positive rating.

ComSuper’s survey results were similar to those across the APS being within 1 percentage point difference of comparable ‘smaller APS’ agencies, and within 2 percentage points difference of the wider public service.