

CORRUPTION AND CRIME COMMISSION

PUBLIC SECTOR MISCONDUCT AWARENESS SURVEY

CONDUCTED
24th JUNE TO 18th JULY 2011

ANALYSIS AND REPORT

PROVIDED
25th JULY 2011



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SURVEY BACKGROUND

PURPOSE OF CONDUCTING THE SURVEY

One of the roles of the Corruption and Crime Commission (CCC) is to assess the level to which the public sector is aware of misconduct risks and also the obligations involved in reporting misconduct.

The intention of the survey was that it would provide information to assist the CCC to:

1. Appreciate the different levels of understanding of misconduct issues in the wider public sector.
2. Identify future issues for attention in its misconduct prevention education programmes.
3. Assess the CCC's effectiveness in making public officers aware of what constitutes misconduct.

As this was the third year the survey had been conducted, a comparison between the results for 2009, 2010 and 2011 was possible, to determine the degree of change in understanding and awareness.

INVITED RESPONDENTS:

The contact people to receive the link were the most senior representatives of the following:

1. Government agencies: 186
2. Local Government Authorities: 141

They were requested to distribute the link to all employees throughout the agency or organisation, with an endorsement and encouragement to participate in the survey and complete the questionnaire.

SURVEY QUESTIONNAIRE:

1. Completing the questionnaire was optional, however the invitation to participate stressed that it was important to determine how well public sector employees was aware of misconduct issues in their agency and in the wider public sector.
2. The questionnaire contained a "scenarios" section which comprised a number of situations where the reader was required to decide whether or not the behaviour described was misconduct and to comment on their awareness of their own and their agency's reporting obligations.
3. All scenarios for 2011 were changed from those presented in 2010, but with content that would allow comparison.

METHODOLOGY:

Pre-survey:

1. A message provided by the CCC was sent by the Public Sector Commission (PSC) on Friday 17th June 2011 to each person who was designated as the contact person for each agency or LGA, advising them about:
 - a. the purpose of the survey
 - b. the timeline for distribution of the message containing the link to the questionnaire
 - c. SAVANT Surveys and Strategies as the consultancy conducting the survey on behalf of CCC
2. The contact person was requested to:
 - a. distribute the link to everyone in their agency or LGA as soon as possible after receiving it
 - b. provide information where necessary in the forwarding message
 - c. provide encouragement to respond

Distribution:

1. Distribution of the message with the link was completed by the Public Sector Commission mid-afternoon on Friday 24th June 2011.
2. A message was sent by CCC on Friday 1st July 2011, advising that all further contact would come from SAVANT
3. A follow up reminder message from SAVANT was distributed on Tuesday 5th July 2011.
4. A final reminder message from SAVANT was distributed on Thursday 14th July 2011.
5. Some agencies received a message on Friday 15th July 2011, advising that the link would be kept open until 8.00am on Monday 18th July, as it had been discovered that they had received none of the previous messages.

SUMMARY OF RESPONSES

ESTIMATED POPULATION* (* Based on Head Count figures extracted from the 'Western Australian Public Sector Workforce Report March 2011 Quarter')	142,000
SAMPLE REQUIRED TO MEET STATISTICAL STANDARD* (* 95% Level of Confidence & +/- 5% Sampling Error Interval)	383
SAMPLE ACHIEVED	2119
SAMPLING ERROR AT 95% CONFIDENCE LEVEL	+/- 2.11%

Please note that the sample obtained (n=2119) far exceeded the statistical standard (95% Level of Confidence & +/- 5 Sampling Error Interval) for the given population (N = 142,000).

Therefore, generalisations from the *Sample* to the *Population* **can be** made with confidence.

ANALYSIS AND REPORTING DEFINITIONS

Statistical Tables:

'**Frequency**' refers to the number of *Respondents* who indicated that particular response.

'**Percent**' is used to express a proportion of an amount in hundredths.

'**Valid Percent**' refers to the *Percent* when missing values have been excluded from the calculation.

'**Cumulative Percent**' refers to the accumulation of the Valid Percent with each category.

'**Left Blank**' refers to the number of missing/blank response provided by respondents.

'**Indicated**' refers to the number of respondents whom indicated in the affirmative.

'**Not indicated**' refers to the number of respondents whom did not indicate in the affirmative.

Qualitative Interpretations:

'**Respondents**' refers to the participants who provided a response for that particular question.

'**Percent**' refers to percentage of *Respondents*

Please note: that percentages have been rounded off to the nearest even whole percent
i.e. 10.5 rounded to 10
13.5 rounded to 14

'**Acceptable Awareness**' refers to those respondents whom provided correct answers for 8 or more of the 13 scenarios (i.e. exceeding 60% correctness).

'**Unacceptable Awareness**' refers to those respondents whom provided correct answers for 7 or less of the 13 scenarios (i.e. below 60% correctness).

Please note: eleven out of the total 2119 responses were received via the old 2010 link, which was incorrectly circulated via a Department. The link was disabled and the Department was informed of their error. As the scenarios were not comparable across the two years, the responses to the scenarios have not been included in the level of awareness analysis. However Section B and C were comparable across the two years and therefore the eleven responses have been included in the analysis of the questions contained in Section B and C.

EXECUTIVE SUMMARY

KEY FINDINGS

Scenarios:

Approximately 82% of public officers (N=2108) achieved an '**Acceptable Awareness**' rating by correctly answering 8 or more of the 13 scenarios.

An overall level of **Awareness** of misconduct of 82% in 2011 illustrates a significant decrease from the 87% result achieved in 2010 (N=4055) and 94% result achieved in 2009 (N=2007).

This finding could in fact be due to a genuine decline in **Awareness**, however, it should be noted that the figures are not directly comparable as the scenarios were different for each survey and there was a greater degree of difficulty in some scenarios in 2010/2011.

The average number of scenarios answered correctly by the public officers in 2011 was 9.09, compared with 9.44 in 2010 and 9.75 in 2009.

Scenarios 1, 8, and 11b were the only scenarios out of the 13 which achieved below a level of 50% correct, and in Scenarios 1 and 8 it was as a result of public officers believing the behaviour constituted misconduct when in fact it did not. This pattern was an exact replication of what was witnessed in the 2010 and 2009 survey.

General:

Only 11% of respondents in 2011 indicated that they considered themselves to be '**Well informed**' about misconduct risks in their agency (2010=9%, 2009=9%).

23% of respondents in 2011 indicated that they took part in last years' survey. Those that did take part last year achieved a slightly higher level of *Awareness* (2011 =85%, 2010=90%).

SECTION A: ASSESSING MISCONDUCT RISK

Scenario 1:

A manager makes comments to other staff about the credibility of a subordinate's claims for sick leave without making enquiries about the reason for the claim. The subordinate finds out about it and is offended.

37% of respondents correctly identified that this scenario did not constitute misconduct.

35% of respondents indicated that they would still report the behaviour, even though they believed that it did not constitute misconduct.

68% of respondents, who believed that the behaviour did constitute misconduct, indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (68%), HR (37%) and PID/grievance officer (12%). 1% indicated they would report it to the CCC.

Scenario 2:

A health promotions officer uses a camera provided by their agency to conduct a wedding photography business on the weekends. The officer always clears the memory card before returning the camera, and the use of the camera on the weekends doesn't affect its usage at work.

92% of respondents correctly identified that this scenario did constitute misconduct.

26% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

82% of respondents, who believed that the behaviour did constitute misconduct, indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (87%), HR (12%), and CCC (7%).

Scenario 3:

A social worker is addicted to adult chat rooms to the extent that their entire non-working life is occupied by their online alter-ego.

86% of respondents correctly identified that this scenario did not constitute misconduct.

10% of respondents indicated that they would still report the behaviour, even though they believed that it did not constitute misconduct.

91% of respondents, who believed that the behaviour did constitute misconduct, indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (76%), HR (17%), and Colleague (9%). 3% indicated they would report it to the CCC.

Scenario 4:

A policy officer encourages their friend to apply for an upcoming vacancy at their agency. Her boss has told her to remain on the interview panel for the position even though she has informed her boss of their relationship.

66% of respondents correctly identified that this scenario did not constitute misconduct.

15% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

88% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: HR (63%), Supervisor (42%), and PID/grievance officer (12%). 7% indicated they would report it to the CCC.

Scenario 5:

An operations manager discovers that his brother-in-law is being investigated in relation to claims that he is taking undersized crayfish and gives him the 'heads up'.

94% of respondents correctly identified that this scenario did constitute misconduct.

15% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

89% of respondents who believed that the behaviour did constitute misconduct declared that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (58%), CCC (27%), and Oversight agency (15%).

Scenario 6:

It was found that a complaints officer had failed to process dozens of files which were discovered in their desk drawer after they had gone on stress leave.

63% of respondents correctly identified that this scenario did not constitute misconduct.

70% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

93% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (92%), HR (17%), and Colleague (3%). 2% indicated they would report it to the CCC.

Scenario 7:

An IT officer, who has permission to home-garage their vehicle, drives through a bottleshop on the way home from work to pick up cartons of beer for the party they have planned for the weekend.

72% of respondents correctly identified that this scenario did not constitute misconduct.

5% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

65% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (87%), HR (16%) and CCC (5%).

Scenario 8:

A main roads officer is given permission to work on the weekends as a panel beater. One weekend, he notices another panel beater buying and selling stolen goods, but doesn't report the behaviour to the owner of the business or to police.

49% of respondents correctly identified that this scenario did not constitute misconduct.

42% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

90% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Police (80%), Supervisor (24%) and CCC (7%).

Scenario 9:

A records officer uses the work database to gain personal information for a friend about their neighbour, who the friend says is a paedophile.

98% of respondents correctly identified that this scenario did constitute misconduct.

64% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

96% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (75%), CCC (28%) and HR (20%).

Scenario 10a:

A public authority mistakenly provides the personal details of several hundred of its clients to a private marketing firm. When questioned by the media about it, the CEO states that he was obliged to provide it to the firm through an existing contractual obligation.

55% of respondents correctly identified that this scenario did not constitute misconduct.

55% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

89% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (50%), CCC (29%), and Oversight agency (23%).

Scenario 10b:

79% of respondents correctly identified that this scenario did constitute misconduct.

19% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

83% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: CCC (45%), Supervisor (35%), and Oversight agency (20%).

Scenario 11a:

A library patron is persuaded by a librarian to meet with him for a coffee that night to discuss how they might resolve the issue of her overdue fines. The librarian's manager overhears the conversation and later speaks to him about his behaviour but makes no record of the matter, and takes no formal action.

72% of respondents correctly identified that this scenario did constitute misconduct.

16% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

85% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (80%), HR (21%) and CCC (9%).

Scenario 11b:

44% of respondents correctly identified that this scenario did constitute misconduct.

11% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

82% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (60%), HR (32%) and Oversight agency (12%). 11% indicated they would report it to the CCC.

SECTION B: YOUR KNOWLEDGE ABOUT REPORTING MISCONDUCT

Question B1:

How informed do you consider yourself to be about misconduct risks in your agency?

11% of respondents in 2011 indicated that they considered themselves to be **'Well informed'** about misconduct risks in their agency. 60% indicated that they were **'Adequately informed'**, 24% **'Poorly informed'** and 5% were **'Unsure'**.

2009: *'Well informed'* (9%), *'Adequately informed'* (55%), *'Poorly informed'* (29%) and *'Unsure'* (6%)

2010: *'Well informed'* (9%), *'Adequately informed'* (54%), *'Poorly informed'* (31%) and *'Unsure'* (6%).

Question B2:

Your CEO/Head of Agency has a legal obligation to report all suspected misconduct to the CCC.

79% of respondents in 2011 **'correctly'** answered that their CEO/Head of Agency has a legal obligation to report all suspected misconduct to the CCC.

2009: *'True/Correct'* (75%) and *'False/Incorrect'* (25%)

2009: *'True/Correct'* (77%) and *'False/Incorrect'* (23%).

Question B3:

As a public officer, you have a legal obligation to report all suspected misconduct to the CCC.

48% of respondents in 2011 **'correctly'** answered that as a public officer they do not have a legal obligation to report all suspected misconduct to the CCC.

2009: *'True/Incorrect'* (51%) and *'False/Correct'* (49%)

2010: *'True/Incorrect'* (54%) and *'False/Correct'* (46%).

Question B4:

Any public officer can report suspected misconduct to the CCC.

94% of respondents in 2011 **'correctly'** answered that any public officer can report suspected misconduct to the CCC.

2009: *'True/Correct'* (95%) and *'False/Incorrect'* (5%)

2010: *'True/Correct'* (95%) and *'False/Incorrect'* (5%)

Question B5:

In response to **'Do you have any comments with regards to the CCC's approach in providing assistance to agencies about how to prevent and manage misconduct?'** a range of responses were provided, and examples included:

"More training, workshops, education and information from CCC"

"No comment / nil / no"

"Do not know about CCC approach / have not received or seen any assistance from CCC"

SECTION C: ABOUT YOU

Question C1:

Where do you mainly work?

79% of respondents in 2011 indicated that they work in the **'Perth metropolitan area'**, 18% in **'Regional Western Australia'** and 3% in **'Remote Western Australia'**.

No significant differences in **'Acceptable Awareness'** of misconduct were found between the public officers from the metropolitan, regional, and remote regions.

Question C2:

Is your agency:

71% of respondents in 2011 indicated that they were from a **'Government department'**, with another 18% indicating they were from an **'Educational institution'**.

Significant differences in **'Acceptable Awareness'** of misconduct were found between the public officers from the various agencies, with the **'Statutory/Oversight Authority'** participants consistently presenting with greater *Awareness* of misconduct. (Sample sizes must be taken into account when determining if these significant differences are also substantive).

Question C3:

Do you work in your agency's head office?

43% of respondents in 2011 indicated that they work in their agency's **'Head office'**, 50% **'do not'** and 7% work in a **'Single site agency'**.

No significant differences in **'Acceptable Awareness'** of misconduct were found between the public officers working in head office versus those working elsewhere.

Question C4:

Approximately how many people work in your agency?

29% of respondents in 2011 indicated that they worked in an agency of **'1001 or more'** people, with other numbers as: 6% **'Less than 20'**, 10% **'20 to 50'**, 11% **'51 to 100'**, 13% **'101 to 200'**, 14% **'201 to 500'**, 10% **'501 to 1000'** and 8% **'Unsure'**.

Significant differences in **'Acceptable Awareness'** of misconduct were found between the public officers working in the various size agencies, with the participants working in agencies with **'1001 or more'** people consistently presenting with greater *Awareness* of misconduct. (Sample sizes must be taken into account when determining if these significant differences are also substantive).

Question C5:

What is your employment status?

88% of respondents in 2011 indicated that they are on **'Full time'** status, 10% **'Part time'**, 2% **'Casual'** and .1% **'Other'**.

Public officers employed as **'Casual'**, or who indicated **'Other'**, achieved a significantly lower mean **'Acceptable Awareness'** score than those employed **'Full time'** or **'Part time'**.

Question C6:

What is your age group?

33% of respondents in 2011 indicated that they are between the ages of **'46 to 55 years'**, with other age groups as: 5% **'25 years and under'**, 18% **'26 to 35 years'**, 23% **'36 to 45 years'**, 20% **'56 to 65 years'** and 1% **'66 years and over'**.

Public officers employed aged **'25 years and under'** and **'66 years and over'** achieved a slightly lower mean **'Acceptable Awareness'** score than the other age groups surveyed.

Question C7:

What is your gender?

59% of respondents in 2011 indicated that they were '**Female**' and 41% '**Male**'.

No significant difference in '**Acceptable Awareness**' of misconduct was found between the female and male public officers.

Question C8:

Do you supervise other employees?

56% of respondents in 2011 indicated that they '**do not**' supervise other employees and 44% indicated that they '**do**'.

No significant difference in '**Acceptable Awareness**' of misconduct was found between public officers who supervise other employees and those who do not.

Question C9:

How much do you earn per annum?

27% of respondents in 2011 indicated that they earn per annum between '**\$55,001 to \$75,000**', with other earnings indicated as:

'Less than \$40,000'	6%
'\$40,000 to \$55,000'	12%
'\$75,001 to \$90,000'	21%
'\$90,001 to \$110,000'	22%
'\$110,001 to \$130,000'	8%
'\$130,001 or more'	4%

There was a gradual rise in '**Acceptable Awareness**' with rise in income level.

Question C10:

Did you participate in the previous Misconduct Awareness Survey conducted in June 2010?

23% of respondents in 2011 indicated that they participated in the previous Misconduct Awareness survey conducted in June 2010.

Those that did take part last year achieved a slightly higher level of '**Acceptable Awareness**'.

SECTION A: ASSESSING MISCONDUCT RISK

SCENARIO 1

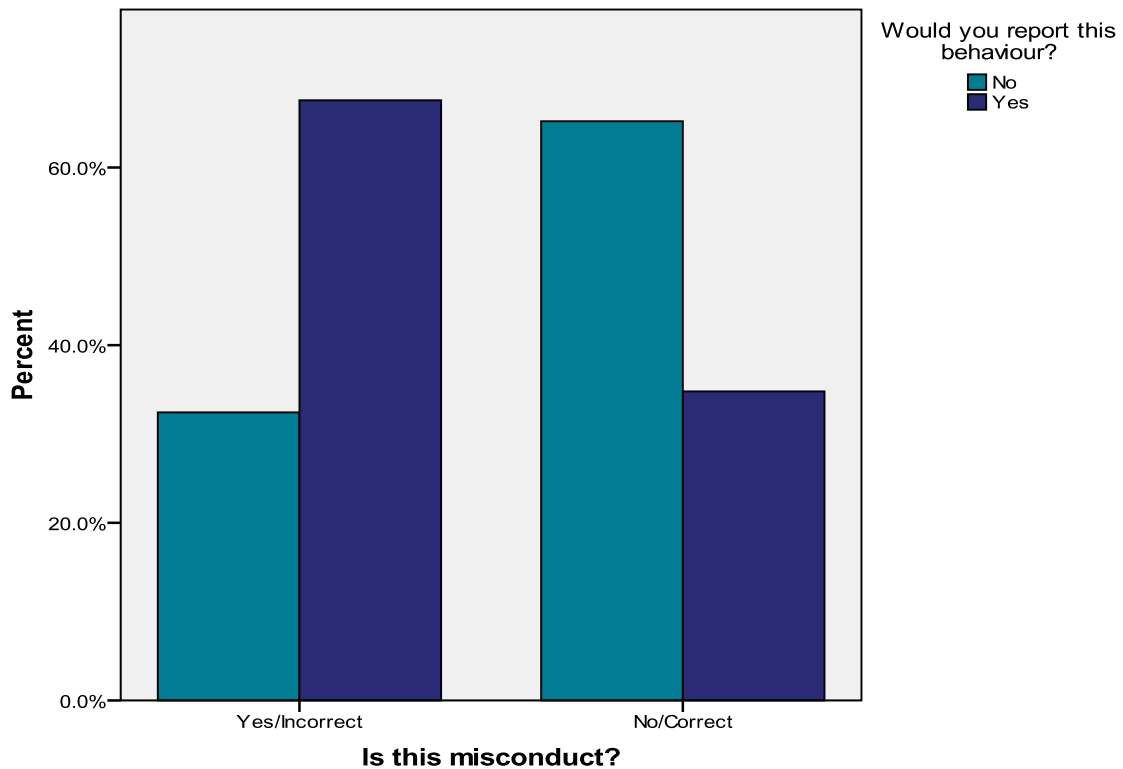
A manager makes comments to other staff about the credibility of a subordinate's claims for sick leave without making enquiries about the reason for the claim. The subordinate finds out about it and is offended.

Is this misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes/Incorrect	1332	63.2	63.2	63.2
No/Correct	776	36.8	36.8	100.0
Total	2108	100.0	100.0	

Is this misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
Yes/Incorrect	Count	432	900	1332
	Row %	32.4%	67.6%	100.0%
No/Correct	Count	506	270	776
	Row %	65.2%	34.8%	100.0%
Total	Count	938	1170	2108
	Row %	44.5%	55.5%	100.0%



SCENARIO 1 (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	0.8	HR	37.2	Police	0.1
Colleague	6.1	Oversight agency	0.9	Supervisor	68.2
Friend/relative	1.9	PID/grievance officer	11.6	Other	3.6

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 1 Qualitative Summary:

37% of respondents correctly identified that this scenario did not constitute misconduct.

35% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

68% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (68%), HR (37%) and PID/grievance officer (12%). 1% indicated they would report it to the CCC.

SCENARIO 2

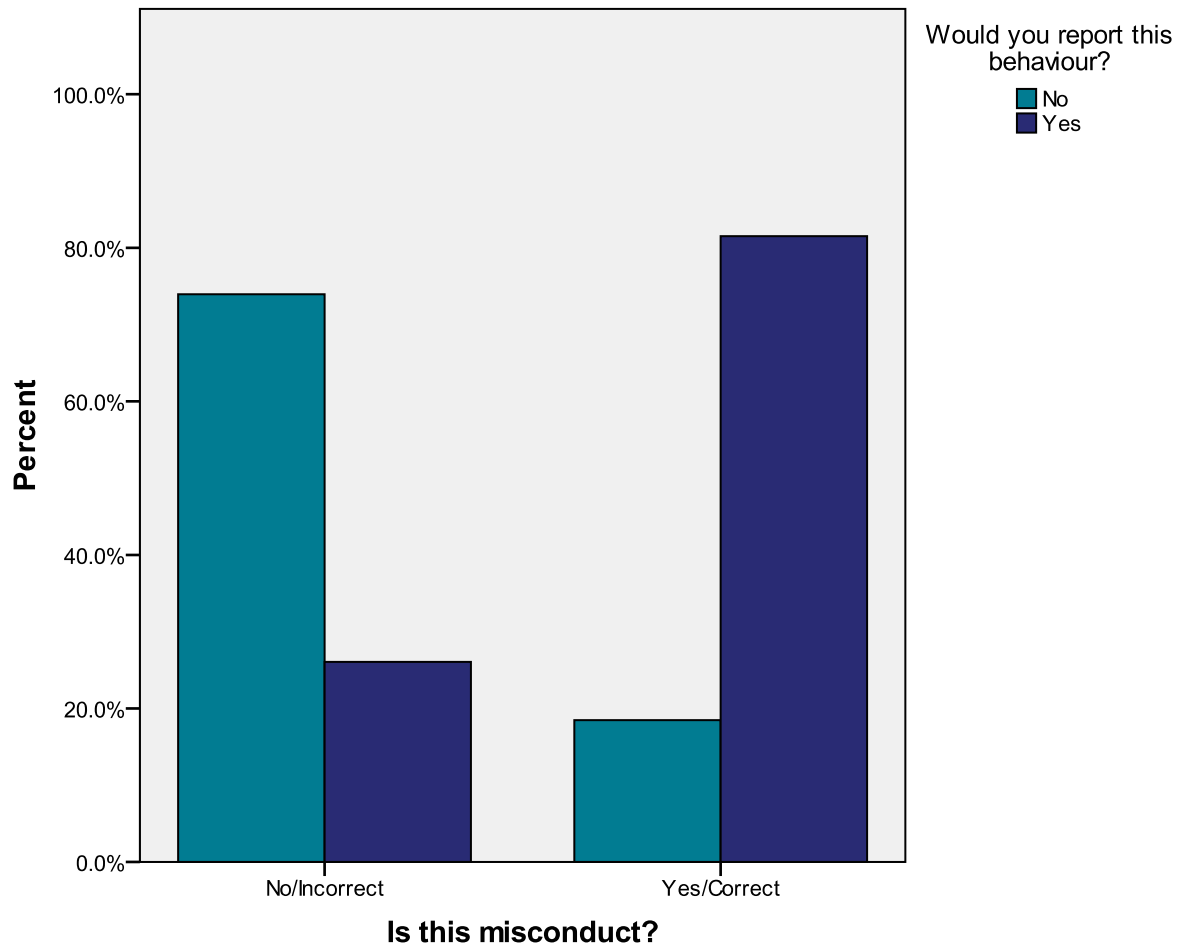
A health promotions officer uses a camera provided by their agency to conduct a wedding photography business on the weekends. The officer always clears the memory card before returning the camera, and the use of the camera on the weekends doesn't affect its usage at work.

Is this misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
No/Incorrect	165	7.8	7.8	7.8
Yes/Correct	1943	92.2	92.2	100.0
Total	2108	100.0	100.0	

Is this misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
No/Incorrect	Count	122	43	165
	Row %	73.9%	26.1%	100.0%
Yes/Correct	Count	359	1584	1943
	Row %	18.5%	81.5%	100.0%
Total	Count	481	1627	2108
	Row %	22.8%	77.2%	100.0%



SCENARIO 2 (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	7.1	HR	12.0	Police	0.0
Colleague	5.9	Oversight agency	3.0	Supervisor	87.4
Friend/relative	1.0	PID/grievance officer	5.8	Other	2.5

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 2 Qualitative Summary:

92% of respondents correctly identified that this scenario did constitute misconduct.

26% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

82% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (87%), HR (12%), and CCC (7%).

SCENARIO 3

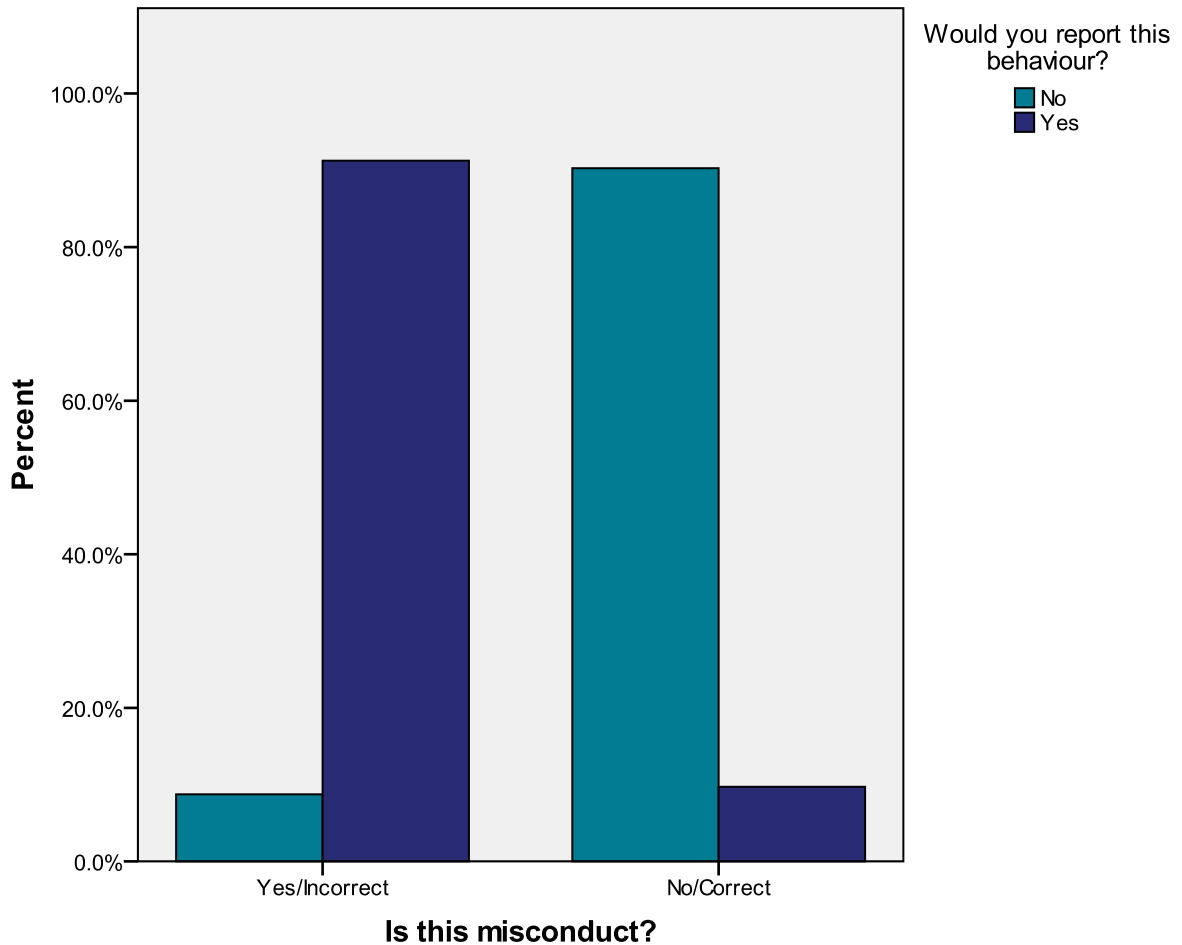
A social worker is addicted to adult chat rooms to the extent that their entire non-working life is occupied by their online alter-ego.

Is this misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes/Incorrect	286	13.6	13.6	13.6
No/Correct	1822	86.4	86.4	100.0
Total	2108	100.0	100.0	

Is this misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
Yes/Incorrect	Count	25	261	286
	Row %	8.7%	91.3%	100.0%
No/Correct	Count	1645	177	1822
	Row %	90.3%	9.7%	100.0%
Total	Count	1670	438	2108
	Row %	79.2%	20.8%	100.0%



SCENARIO 3 (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	2.7	HR	17.4	Police	3.2
Colleague	9.1	Oversight agency	2.5	Supervisor	76.5
Friend/relative	7.5	PID/grievance officer	5.3	Other	5.5

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 3 Qualitative Summary:

86% of respondents correctly identified that this scenario did not constitute misconduct.

10% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

91% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (76%), HR (17%), and Colleague (9%). 3% indicated they would report it to the CCC.

SCENARIO 4

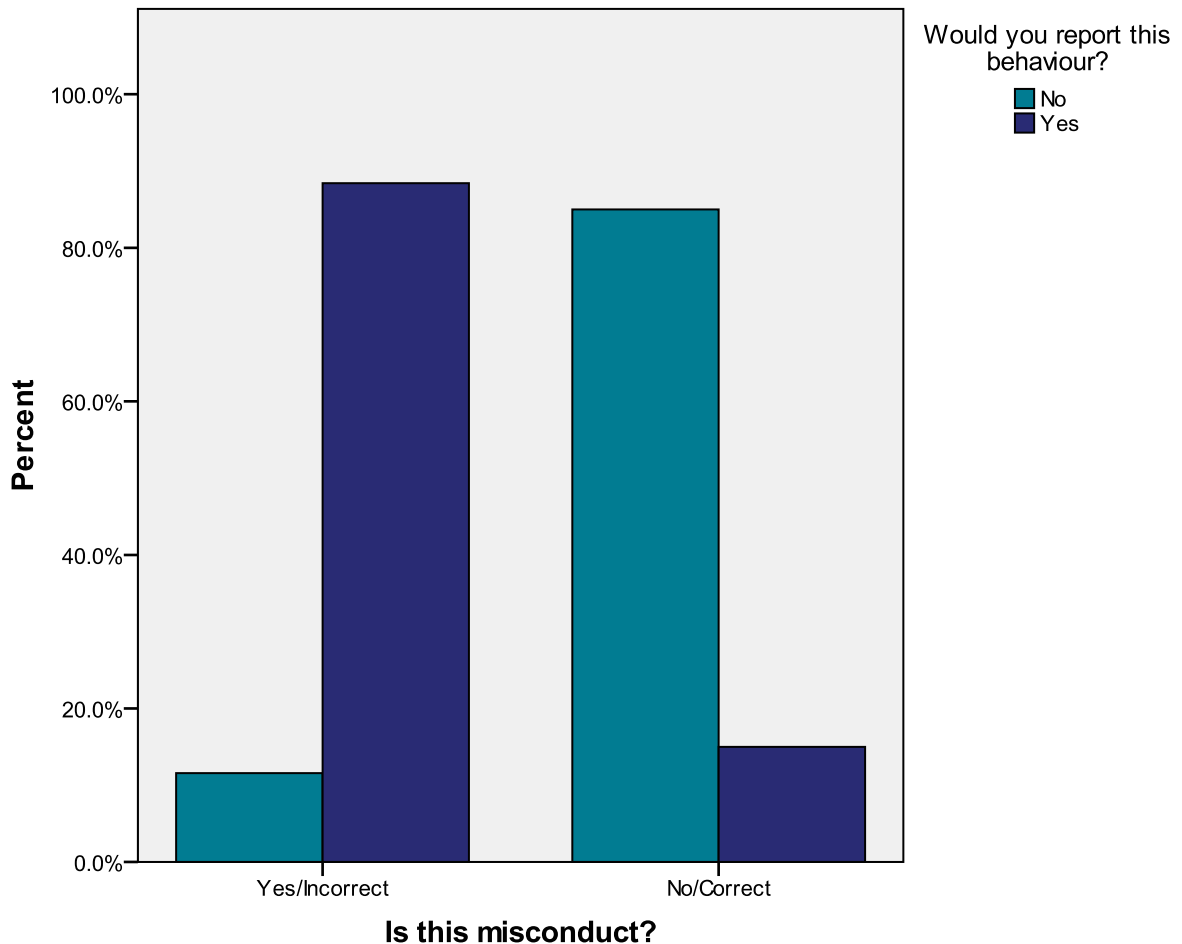
A policy officer encourages their friend to apply for an upcoming vacancy at their agency. Her boss has told her to remain on the interview panel for the position even though she has informed her boss of their relationship.

Is this misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes/Incorrect	708	33.6	33.6	33.6
No/Correct	1400	66.4	66.4	100.0
Total	2108	100.0	100.0	

Is this misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
Yes/Incorrect	Count	82	626	708
	Row %	11.6%	88.4%	100.0%
No/Correct	Count	1190	210	1400
	Row %	85.0%	15.0%	100.0%
Total	Count	1272	836	2108
	Row %	60.3%	39.7%	100.0%



SCENARIO 4 (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	6.6	HR	63.4	Police	0.0
Colleague	4.4	Oversight agency	5.4	Supervisor	42.0
Friend/relative	1.8	PID/grievance officer	11.5	Other	2.5

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 4 Qualitative Summary:

66% of respondents correctly identified that this scenario did not constitute misconduct.

15% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

88% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: HR (63%), Supervisor (42%), and PID/grievance officer (12%). 7% indicated they would report it to the CCC.

SCENARIO 5

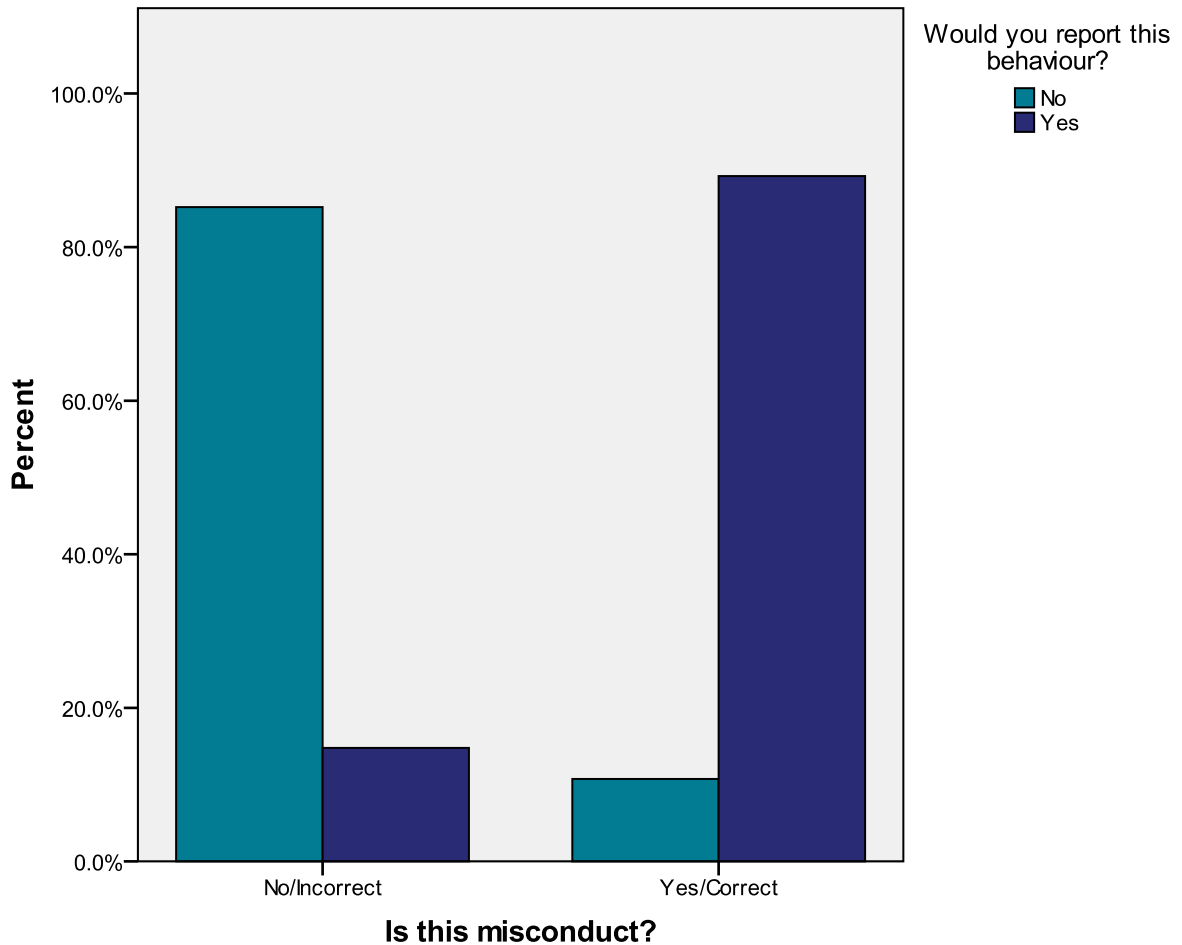
An operations manager discovers that his brother-in-law is being investigated in relation to claims that he is taking undersized crayfish and gives him the 'heads up'.

Is this misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
No/Incorrect	115	5.5	5.5	5.5
Yes/Correct	1993	94.5	94.5	100.0
Total	2108	100.0	100.0	

Is this misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
No/Incorrect	Count	98	17	115
	Row %	85.2%	14.8%	100.0%
Yes/Correct	Count	214	1779	1993
	Row %	10.7%	89.3%	100.0%
Total	Count	312	1796	2108
	Row %	14.8%	85.2%	100.0%



SCENARIO 5 (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	26.8	HR	9.9	Police	12.9
Colleague	3.5	Oversight agency	15.3	Supervisor	57.7
Friend/relative	0.9	PID/grievance officer	6.9	Other	5.2

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 5 Qualitative Summary:

94% of respondents correctly identified that this scenario did constitute misconduct.

15% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

89% of respondents who believed that the behaviour did constitute misconduct declared that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (58%), CCC (27%), and Oversight agency (15%).

SCENARIO 6

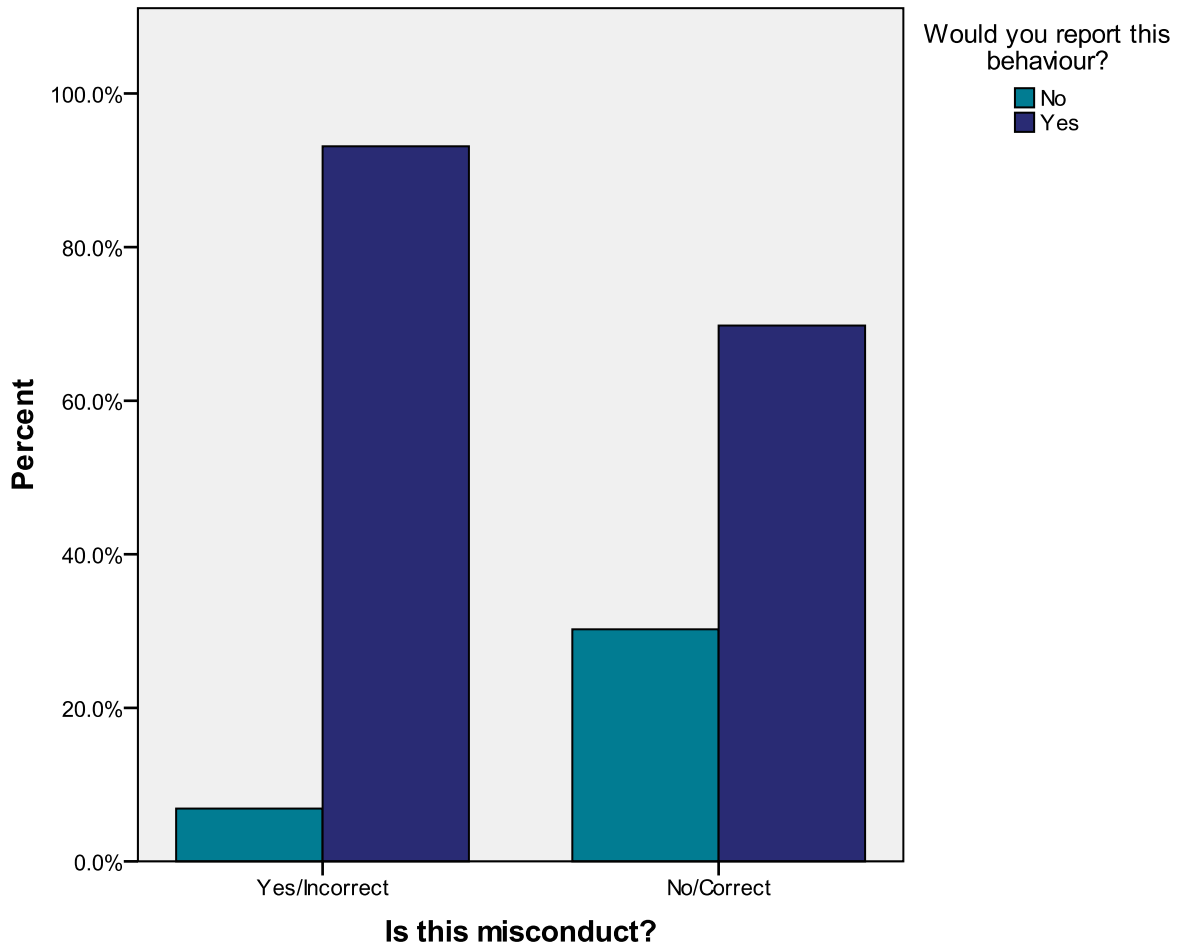
It was found that a complaints officer had failed to process dozens of files which were discovered in their desk drawer after they had gone on stress leave.

Is this misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes/Incorrect	771	36.6	36.6	36.6
No/Correct	1337	63.4	63.4	100.0
Total	2108	100.0	100.0	

Is this misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
Yes/Incorrect	Count	53	718	771
	Row %	6.9%	93.1%	100.0%
No/Correct	Count	404	933	1337
	Row %	30.2%	69.8%	100.0%
Total	Count	457	1651	2108
	Row %	21.7%	78.3%	100.0%



SCENARIO 6 (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	1.9	HR	17.2	Police	0.2
Colleague	3.3	Oversight agency	2.4	Supervisor	91.8
Friend/relative	0.4	PID/grievance officer	2.5	Other	1.2

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 6 Qualitative Summary:

63% of respondents correctly identified that this scenario did not constitute misconduct.

70% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

93% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (92%), HR (17%), and Colleague (3%). 2% indicated they would report it to the CCC.

SCENARIO 7

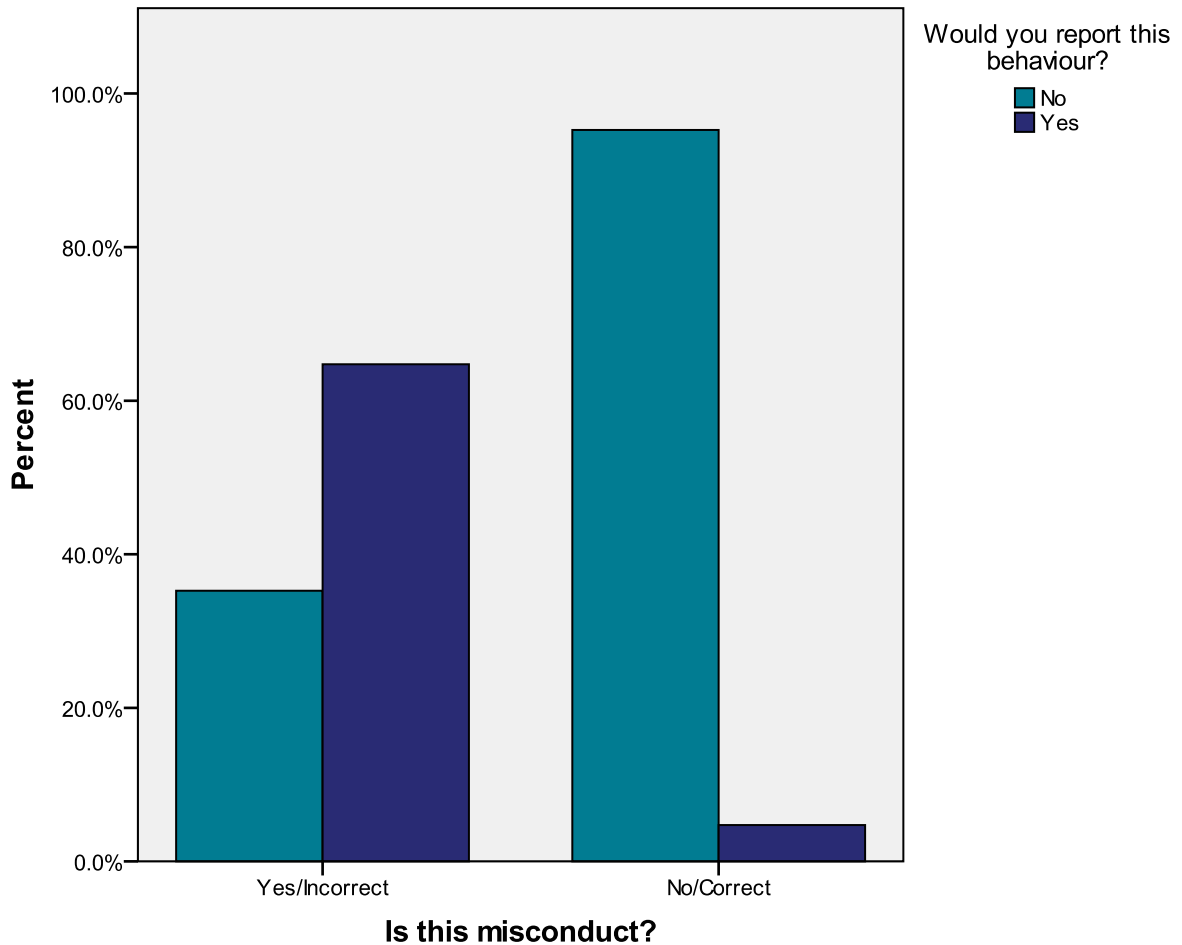
An IT officer, who has permission to home-garage their vehicle, drives through a bottleshop on the way home from work to pick up cartons of beer for the party they have planned for the weekend.

Is this misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes/Incorrect	590	28.0	28.0	28.0
No/Correct	1518	72.0	72.0	100.0
Total	2108	100.0	100.0	

Is this misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
Yes/Incorrect	Count	208	382	590
	Row %	35.3%	64.7%	100.0%
No/Correct	Count	1446	72	1518
	Row %	95.3%	4.7%	100.0%
Total	Count	1654	454	2108
	Row %	78.5%	21.5%	100.0%



SCENARIO 7 (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	4.6	HR	15.6	Police	0.4
Colleague	3.5	Oversight agency	2.4	Supervisor	87.0
Friend/relative	0.4	PID/grievance officer	2.9	Other	4.2

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 7 Qualitative Summary:

72% of respondents correctly identified that this scenario did not constitute misconduct.

5% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

65% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (87%), HR (16%) and CCC (5%).

SCENARIO 8

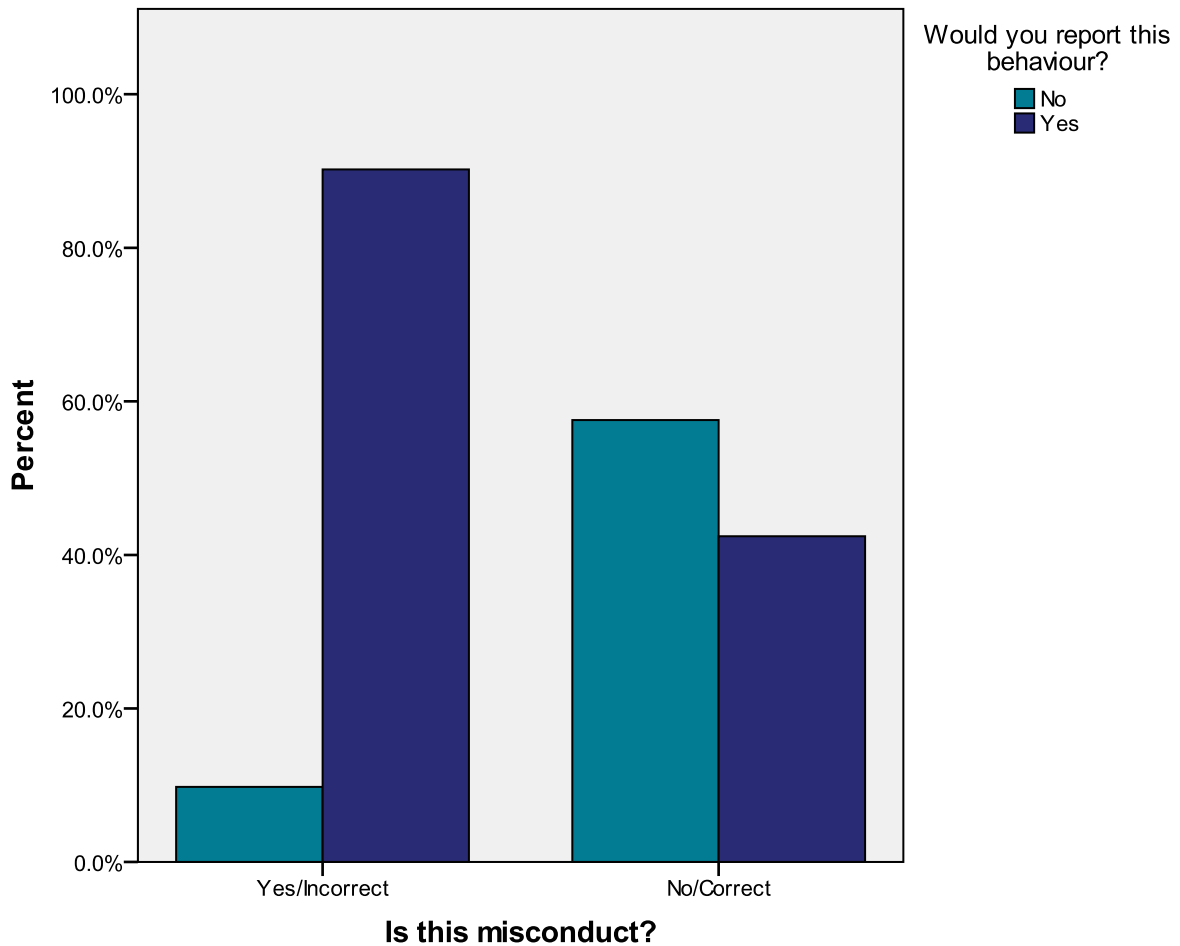
A main roads officer is given permission to work on the weekends as a panel beater. One weekend, he notices another panel beater buying and selling stolen goods, but doesn't report the behaviour to the owner of the business or to police.

Is this misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes/Incorrect	1083	51.4	51.4	51.4
No/Correct	1025	48.6	48.6	100.0
Total	2108	100.0	100.0	

Is this misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
Yes/Incorrect	Count	106	977	1083
	Row %	9.8%	90.2%	100.0%
No/Correct	Count	590	435	1025
	Row %	57.6%	42.4%	100.0%
Total	Count	696	1412	2108
	Row %	33.0%	67.0%	100.0%



SCENARIO 8 (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	6.7	HR	2.8	Police	79.5
Colleague	2.3	Oversight agency	3.0	Supervisor	24.3
Friend/relative	1.3	PID/grievance officer	2.1	Other	3.3

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 8 Qualitative Summary:

49% of respondents correctly identified that this scenario did not constitute misconduct.

42% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

90% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Police (80%), Supervisor (24%) and CCC (7%).

SCENARIO 9

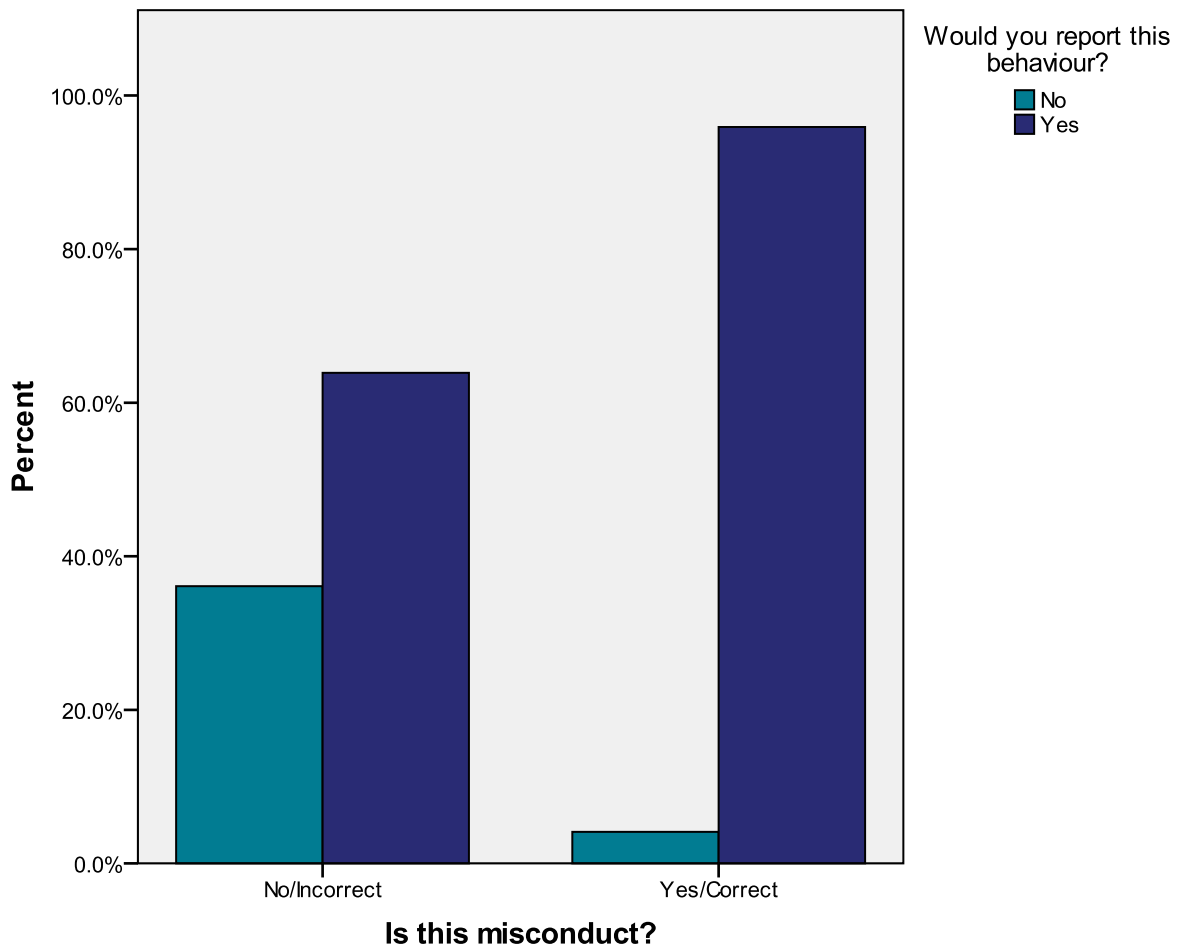
A records officer uses the work database to gain personal information for a friend about their neighbour, who the friend says is a paedophile.

Is this misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
No/Incorrect	36	1.7	1.7	1.7
Yes/Correct	2072	98.3	98.3	100.0
Total	2108	100.0	100.0	

Is this misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
No/Incorrect	Count	13	23	36
	Row %	36.1%	63.9%	100.0%
Yes/Correct	Count	85	1987	2072
	Row %	4.1%	95.9%	100.0%
Total	Count	98	2010	2108
	Row %	4.6%	95.4%	100.0%



SCENARIO 9 (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	27.5	HR	20.4	Police	17.4
Colleague	2.4	Oversight agency	8.4	Supervisor	74.6
Friend/relative	0.6	PID/grievance officer	8.6	Other	2.2

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 9 Qualitative Summary:

98% of respondents correctly identified that this scenario did constitute misconduct.

64% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

96% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (75%), CCC (28%) and HR (20%).

SCENARIO 10a

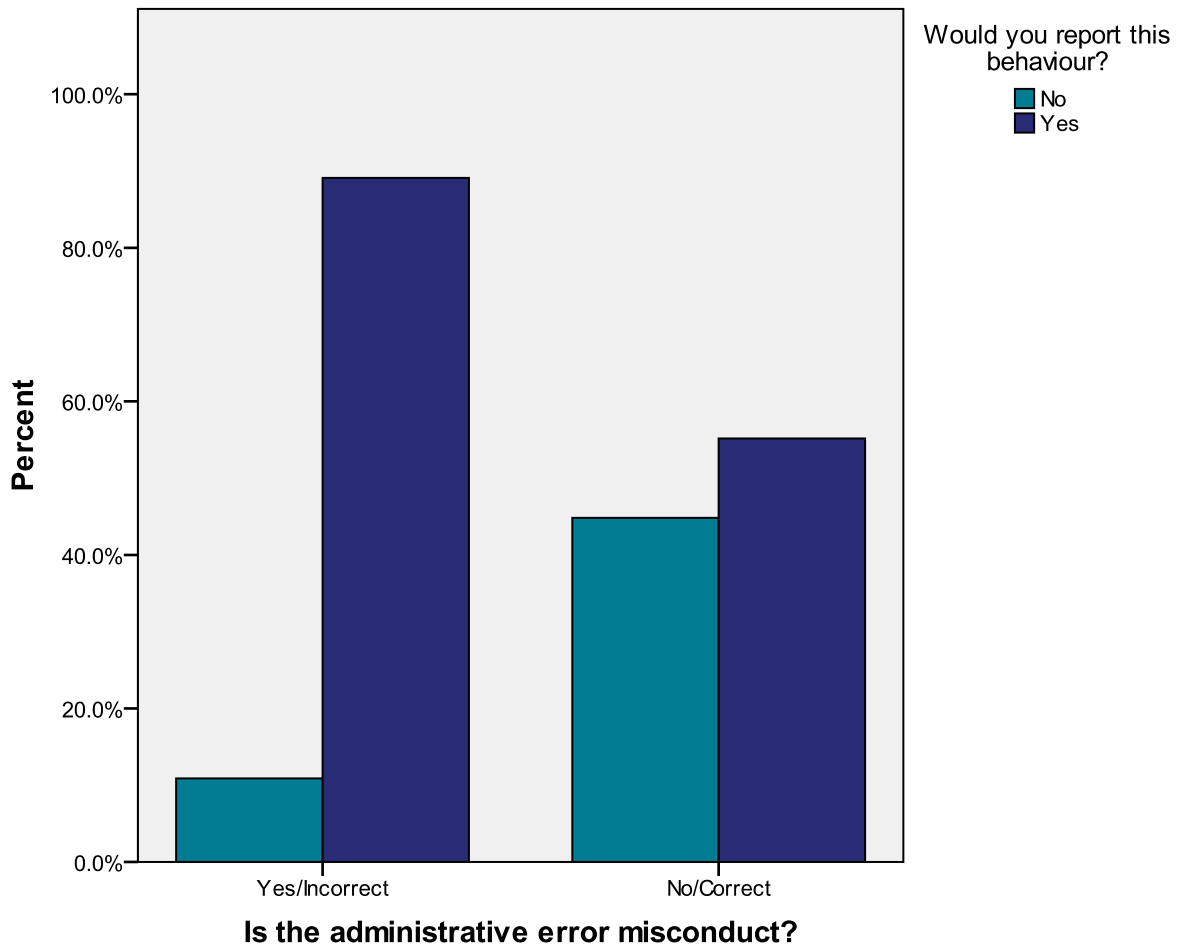
A public authority mistakenly provides the personal details of several hundred of its clients to a private marketing firm. When questioned by the media about it, the CEO states that he was obliged to provide it to the firm through an existing contractual obligation.

Is the administrative error misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes/Incorrect	946	44.9	44.9	44.9
No/Correct	1162	55.1	55.1	100.0
Total	2108	100.0	100.0	

Is the administrative error misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
Yes/Incorrect	Count	103	843	946
	Row %	10.9%	89.1%	100.0%
No/Correct	Count	521	641	1162
	Row %	44.8%	55.2%	100.0%
Total	Count	624	1484	2108
	Row %	29.6%	70.4%	100.0%



SCENARIO 10a (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	29.4	HR	11.7	Police	6.5
Colleague	2.3	Oversight agency	22.8	Supervisor	50.0
Friend/relative	0.8	PID/grievance officer	7.3	Other	5.1

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 10a Qualitative Summary:

55% of respondents correctly identified that this scenario did not constitute misconduct.

55% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

89% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (50%), CCC (29%), and Oversight agency (23%).

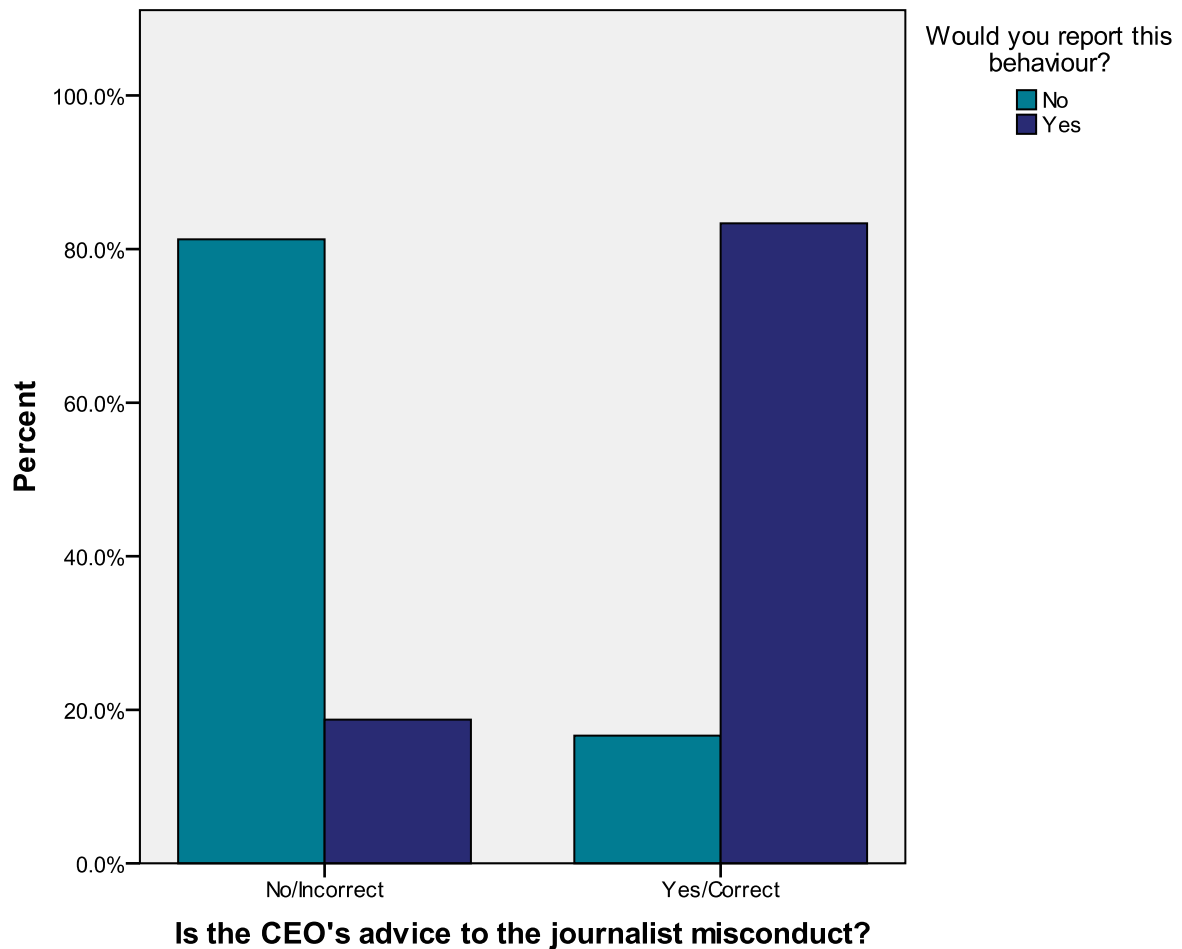
SCENARIO 10b

Is the CEO's advice to the journalist misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
No/Incorrect	438	20.8	20.8	20.8
Yes/Correct	1670	79.2	79.2	100.0
Total	2108	100.0	100.0	

Is the CEO's advice to the journalist misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
No/Incorrect	Count	356	82	438
	Row %	81.3%	18.7%	100.0%
Yes/Correct	Count	278	1392	1670
	Row %	16.6%	83.4%	100.0%
Total	Count	634	1474	2108
	Row %	30.1%	69.9%	100.0%



SCENARIO 10b (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	44.8	HR	10.5	Police	5.0
Colleague	2.6	Oversight agency	19.7	Supervisor	35.3
Friend/relative	1.2	PID/grievance officer	9.9	Other	5.3

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 10b Qualitative Summary:

79% of respondents correctly identified that this scenario did constitute misconduct.

19% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

83% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: CCC (45%), Supervisor (35%), and Oversight agency (20%).

SCENARIO 11a

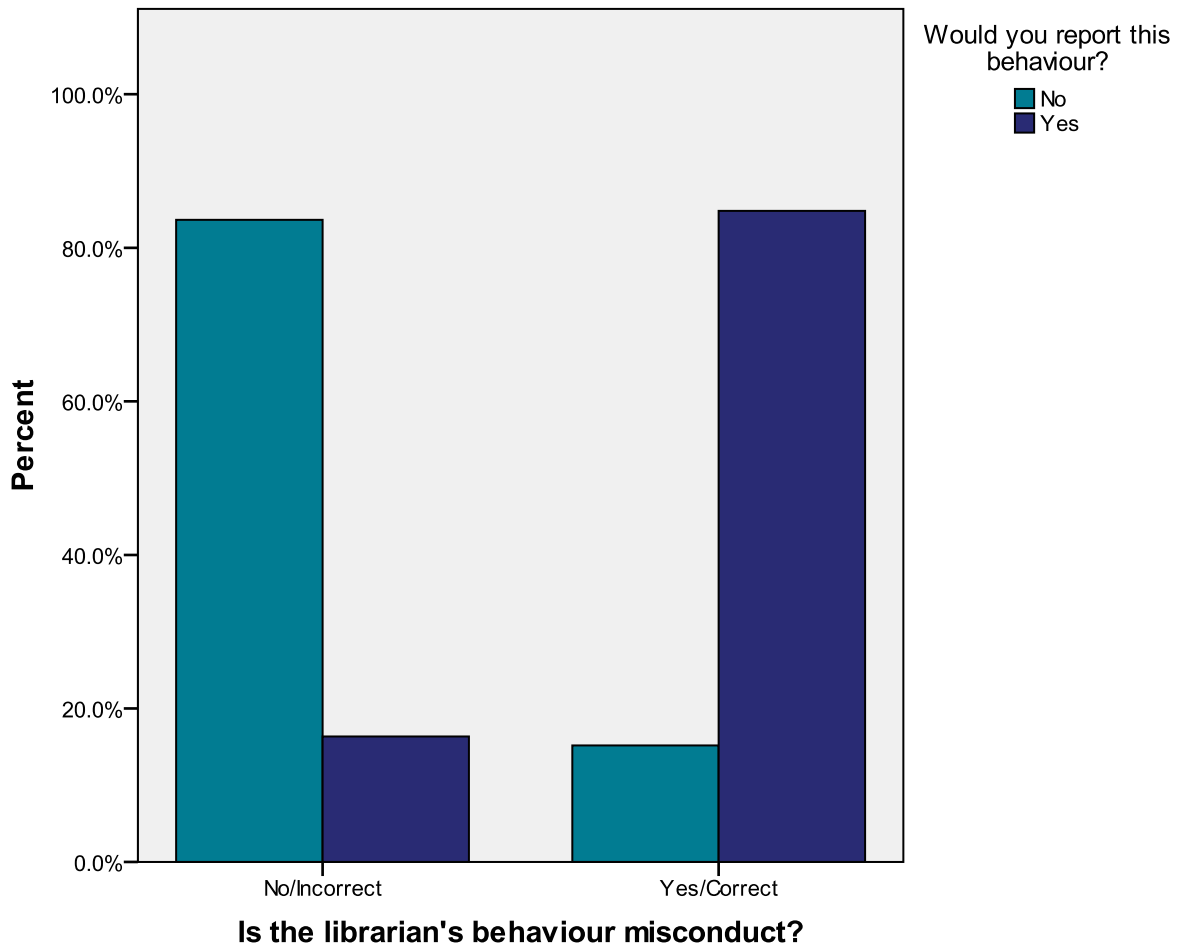
A library patron is persuaded by a librarian to meet with him for a coffee that night to discuss how they might resolve the issue of her overdue fines. The librarian's manager overhears the conversation and later speaks to him about his behaviour but makes no record of the matter, and takes no formal action.

Is the librarian's behaviour misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
No/Incorrect	587	27.8	27.8	27.8
Yes/Correct	1521	72.2	72.2	100.0
Total	2108	100.0	100.0	

Is the librarian's behaviour misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
No/Incorrect	Count	491	96	587
	Row %	83.6%	16.4%	100.0%
Yes/Correct	Count	231	1290	1521
	Row %	15.2%	84.8%	100.0%
Total	Count	722	1386	2108
	Row %	34.3%	65.7%	100.0%



SCENARIO 11a (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	8.7	HR	21.1	Police	1.2
Colleague	2.7	Oversight agency	7.7	Supervisor	79.8
Friend/relative	0.8	PID/grievance officer	7.2	Other	3.3

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 11a Qualitative Summary:

72% of respondents correctly identified that this scenario did constitute misconduct.

16% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

85% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (80%), HR (21%) and CCC (9%).

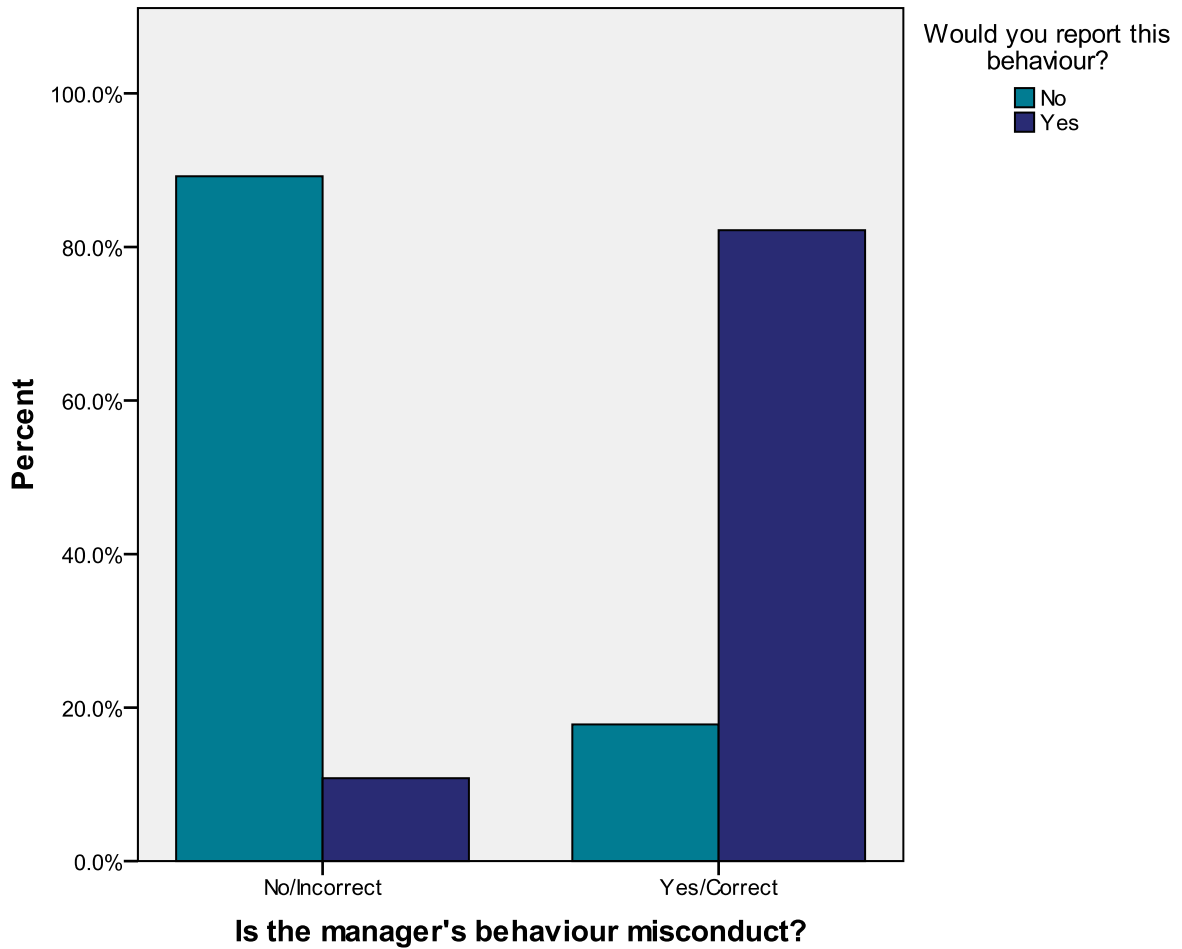
SCENARIO 11b

Is the manager's behaviour misconduct?

	Frequency	Percent	Valid Percent	Cumulative Percent
No/Incorrect	1176	55.8	55.8	55.8
Yes/Correct	932	44.2	44.2	100.0
Total	2108	100.0	100.0	

Is the manager's behaviour misconduct? * Would you report this behaviour?

		Would you report this behaviour?		Total
		No	Yes	
No/Incorrect	Count	1049	127	1176
	Row %	89.2%	10.8%	100.0%
Yes/Correct	Count	166	766	932
	Row %	17.8%	82.2%	100.0%
Total	Count	1215	893	2108
	Row %	57.6%	42.4%	100.0%



SCENARIO 11b (continued)

Who would you report it to?

Who	%	Who	%	Who	%
CCC	11.4	HR	31.9	Police	0.4
Colleague	2.0	Oversight agency	11.5	Supervisor	60.5
Friend/relative	0.4	PID/grievance officer	8.7	Other	3.7

Please note: only those respondents indicating that they would report the behaviour were included in the analyses

Scenario 11b Qualitative Summary:

44% of respondents correctly identified that this scenario did constitute misconduct.

11% of respondents indicated that they would still report the behaviour even though they believed that it did not constitute misconduct.

82% of respondents who believed that the behaviour did constitute misconduct indicated that they would report the behaviour.

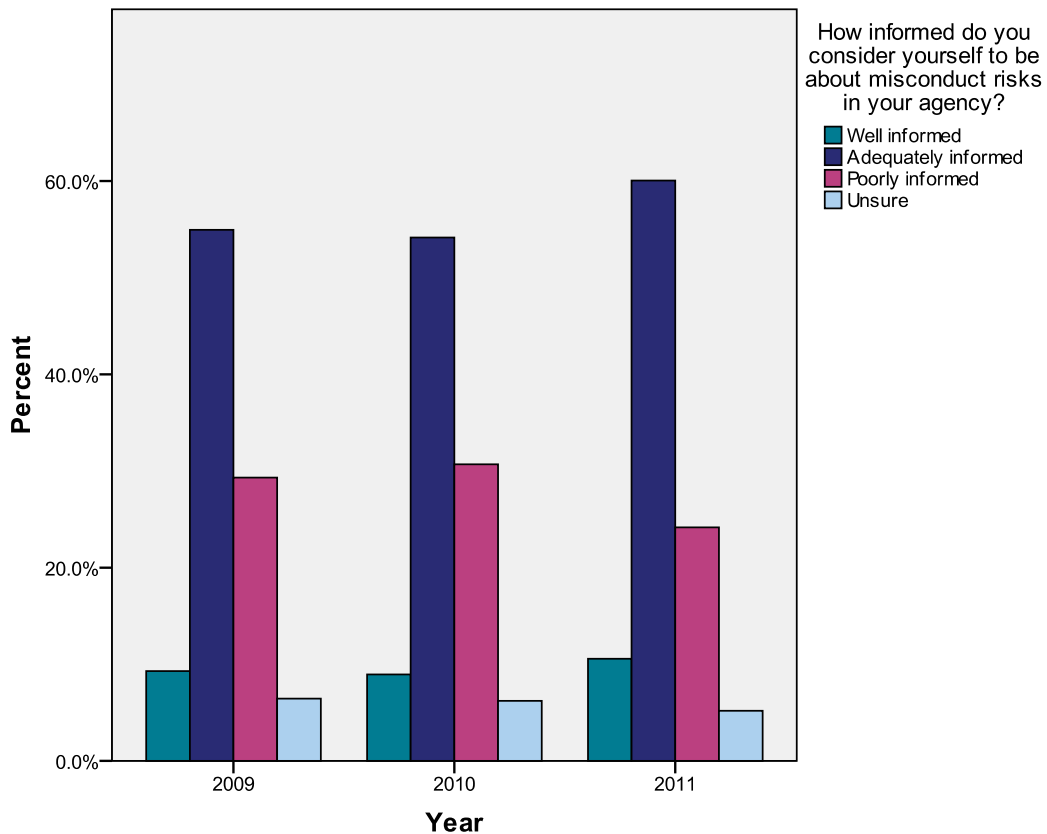
Of those respondents indicating that they would report this behaviour, the three most prevalent areas that respondents indicated they would report it to were: Supervisor (60%), HR (32%) and Oversight agency (12%). 11% indicated they would report it to the CCC.

SECTION B: YOUR KNOWLEDGE ABOUT REPORTING MISCONDUCT

QUESTION B1

Year * How informed do you consider yourself to be about misconduct risks in your agency?

		How informed do you consider yourself to be about misconduct risks in your agency?				Total
		Well informed	Adequately informed	Poorly informed	Unsure	
2009	Count	186	1100	587	129	2002
	Row %	9.3%	54.9%	29.3%	6.4%	100.0%
2010	Count	361	2186	1239	251	4037
	Row %	8.9%	54.1%	30.7%	6.2%	100.0%
2011	Count	224	1272	512	110	2118
	Row %	10.6%	60.1%	24.2%	5.2%	100.0%
Total	Count	771	4558	2338	490	8157
	Row %	9.5%	55.9%	28.7%	6.0%	100.0%



Qualitative Summary:

11% of respondents in 2011 indicated that they considered themselves to be **'Well informed'** about misconduct risks in their agency. 60% indicated that they were **'Adequately informed'**, 24% **'Poorly informed'** and 5% were **'Unsure'**.

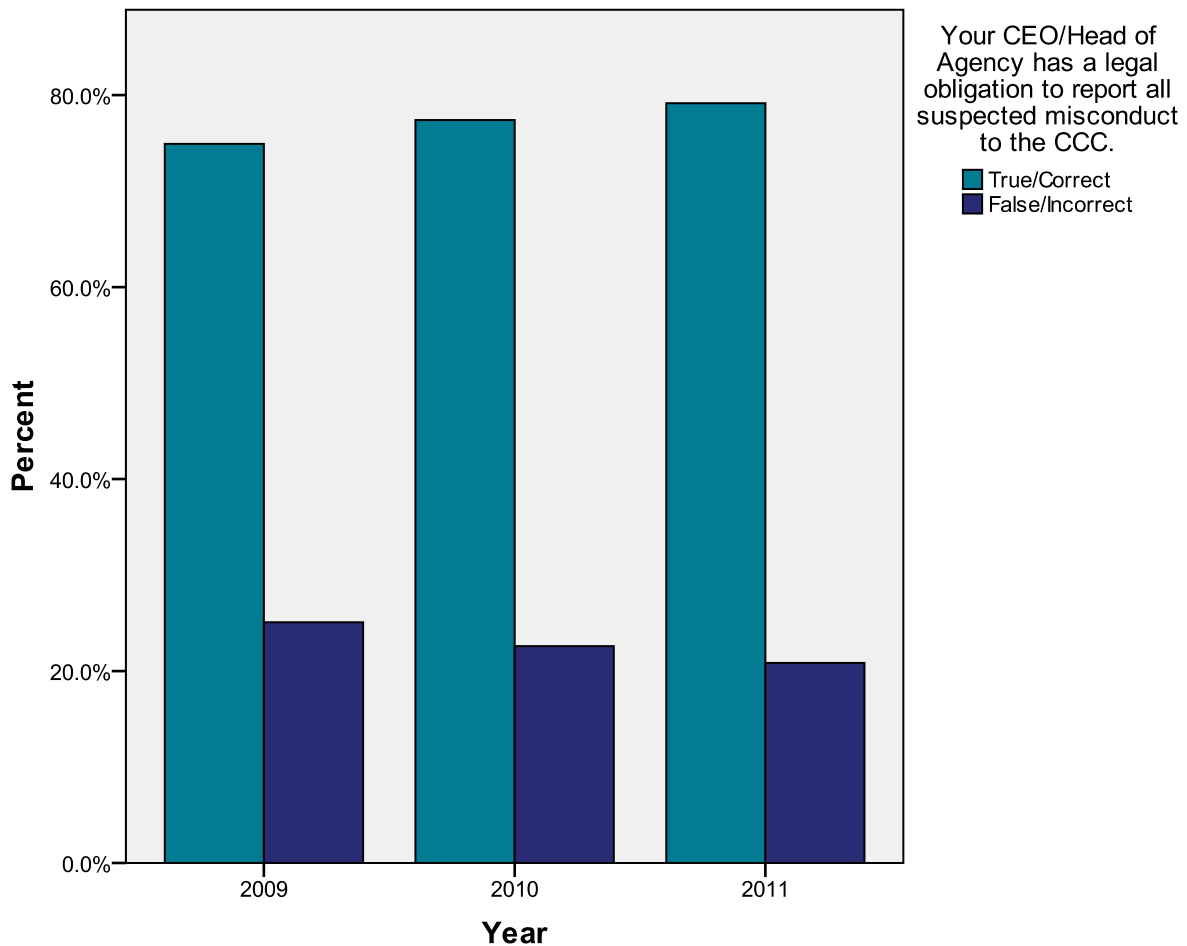
2009: **'Well informed'** (9%), **'Adequately informed'** (55%), **'Poorly informed'** (29%) and **'Unsure'** (6%)

2010: **'Well informed'** (9%), **'Adequately informed'** (54%), **'Poorly informed'** (31%) and **'Unsure'** (6%).

QUESTION B2

Year * Your CEO/Head of Agency has a legal obligation to report all suspected misconduct to the CCC.

		Your CEO/Head of Agency has a legal obligation to report all suspected misconduct to the CCC.		Total
		True/Correct	False/Incorrect	
2009	Count	1491	499	1990
	Row %	74.9%	25.1%	100.0%
2010	Count	3104	906	4010
	Row %	77.4%	22.6%	100.0%
2011	Count	1663	438	2101
	Row %	79.2%	20.8%	100.0%
Total	Count	6258	1843	8101
	Row %	77.2%	22.8%	100.0%



Qualitative Summary:

79% of respondents in 2011 **'correctly'** answered that their CEO/Head of Agency has a legal obligation to report all suspected misconduct to the CCC.

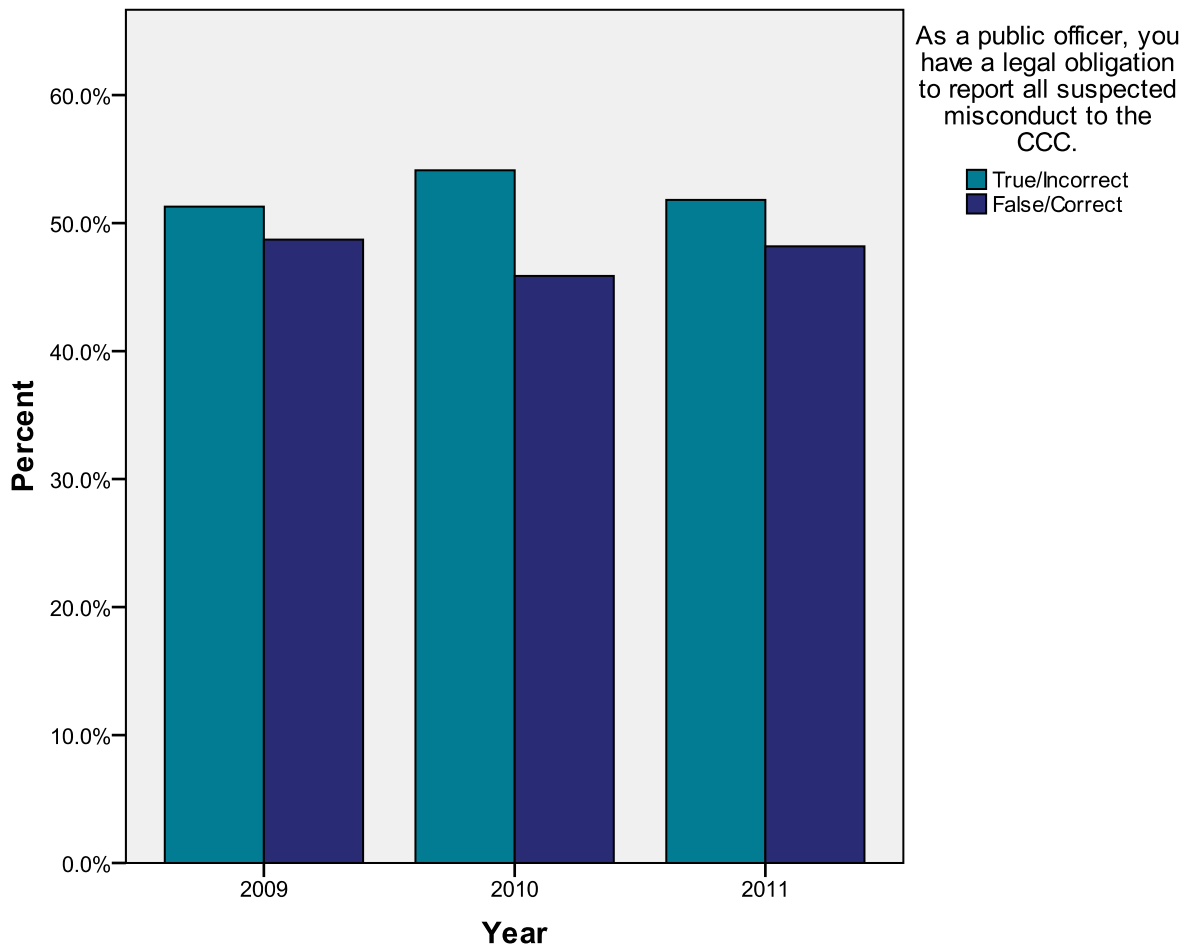
2009: 'True/Correct' (75%) and 'False/Incorrect' (25%)

2009: 'True/Correct' (77%) and 'False/Incorrect' (23%).

QUESTION B3

Year * As a public officer, you have a legal obligation to report all suspected misconduct to the CCC.

		As a public officer, you have a legal obligation to report all suspected misconduct to the CCC.		Total
		True/Incorrect	False/Correct	
2009	Count	1017	966	1983
	Row %	51.3%	48.7%	100.0%
2010	Count	2163	1833	3996
	Row %	54.1%	45.9%	100.0%
2011	Count	1086	1010	2096
	Row %	51.8%	48.2%	100.0%
Total	Count	4266	3809	8075
	Row %	52.8%	47.2%	100.0%



Qualitative Summary:

48% of respondents in 2011 '**correctly**' answered that as a public officer they do not have a legal obligation to report all suspected misconduct to the CCC.

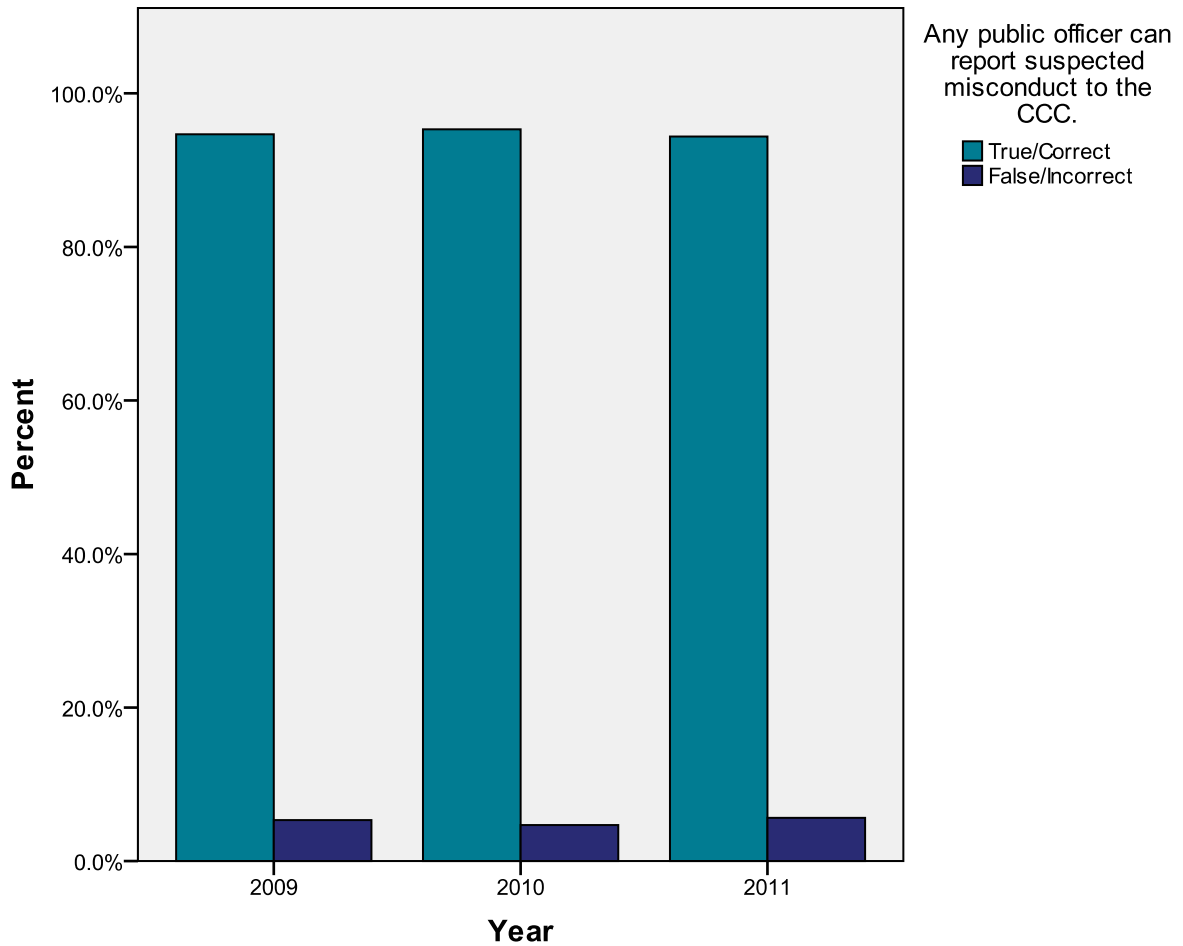
2009: 'True/Incorrect' (51%) and 'False/Correct' (49%)

2010: 'True/Incorrect' (54%) and 'False/Correct' (46%).

QUESTION B4

Year * Any public officer can report suspected misconduct to the CCC.

		Any public officer can report suspected misconduct to the CCC.		Total
		True/Correct	False/Incorrect	
2009	Count	1880	106	1986
	Row %	94.7%	5.3%	100.0%
2010	Count	3817	188	4005
	Row %	95.3%	4.7%	100.0%
2011	Count	1977	118	2095
	Row %	94.4%	5.6%	100.0%
Total	Count	7674	412	8086
	Row %	94.9%	5.1%	100.0%



Qualitative Summary:

94% of respondents in 2011 '**correctly**' answered that any public officer can report suspected misconduct to the CCC.

2009: 'True/Correct' (95%) and 'False/Incorrect' (5%)

2010: 'True/Correct' (95%) and 'False/Incorrect' (5%)

QUESTION B5

Do you have any comments with regards to the CCC's approach in providing assistance to agencies about how to prevent and manage misconduct?

Please note:

1. A separate document has been provided where each verbatim comment from every respondent is listed.
2. The following is a summary of comments taken from the separate document of total responses to indicate the most common and/or similar responses
3. Tables are presented in decreasing frequency magnitude

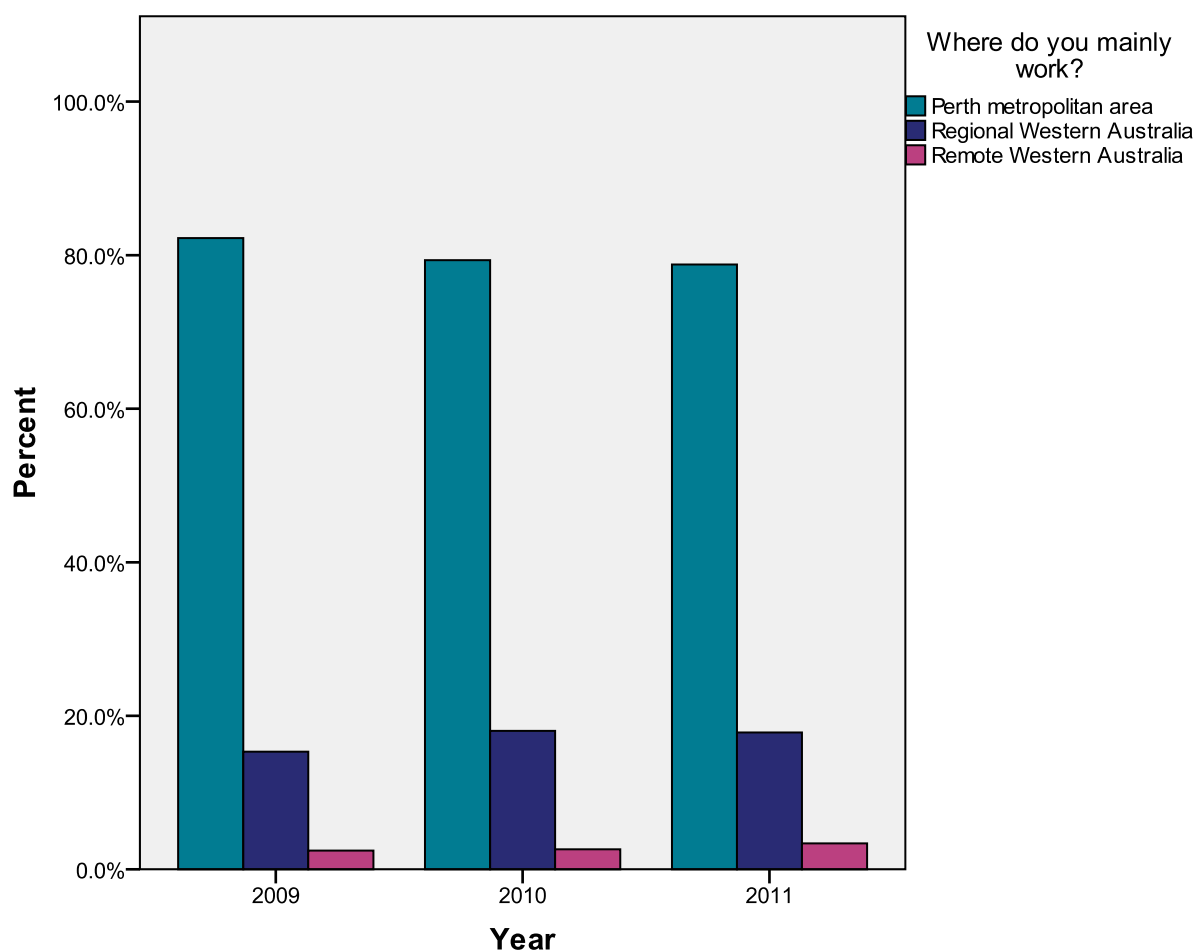
10 most common themes (total of 633 comments received)	Count
More training, workshops, education and information from CCC	150
No comment / nil / no	97
Do not know about CCC approach / have not received or seen any assistance from CCC	74
Protect whistle blowers / confidentiality / anonymity	59
Comments re the questionnaire	36
Chain of command before reporting to CCC	33
Clearer process / guidelines for complaints and reporting	32
Misconduct at senior levels / bullying / intimidation / nepotism	32
CCC needs to take a more proactive approach	26
CCC approach, including meetings and seminars, has been very helpful	20

SECTION C: ABOUT YOU

QUESTION C1

Year * Where do you mainly work?

		Where do you mainly work?			
		Perth metropolitan area	Regional Western Australia	Remote Western Australia	Total
2009	Count	1620	302	48	1970
	Row %	82.2%	15.3%	2.4%	100.0%
2010	Count	3160	718	104	3982
	Row %	79.4%	18.0%	2.6%	100.0%
2011	Count	1657	375	71	2103
	Row %	78.8%	17.8%	3.4%	100.0%
Total	Count	6437	1395	223	8055
	Row %	79.9%	17.3%	2.8%	100.0%



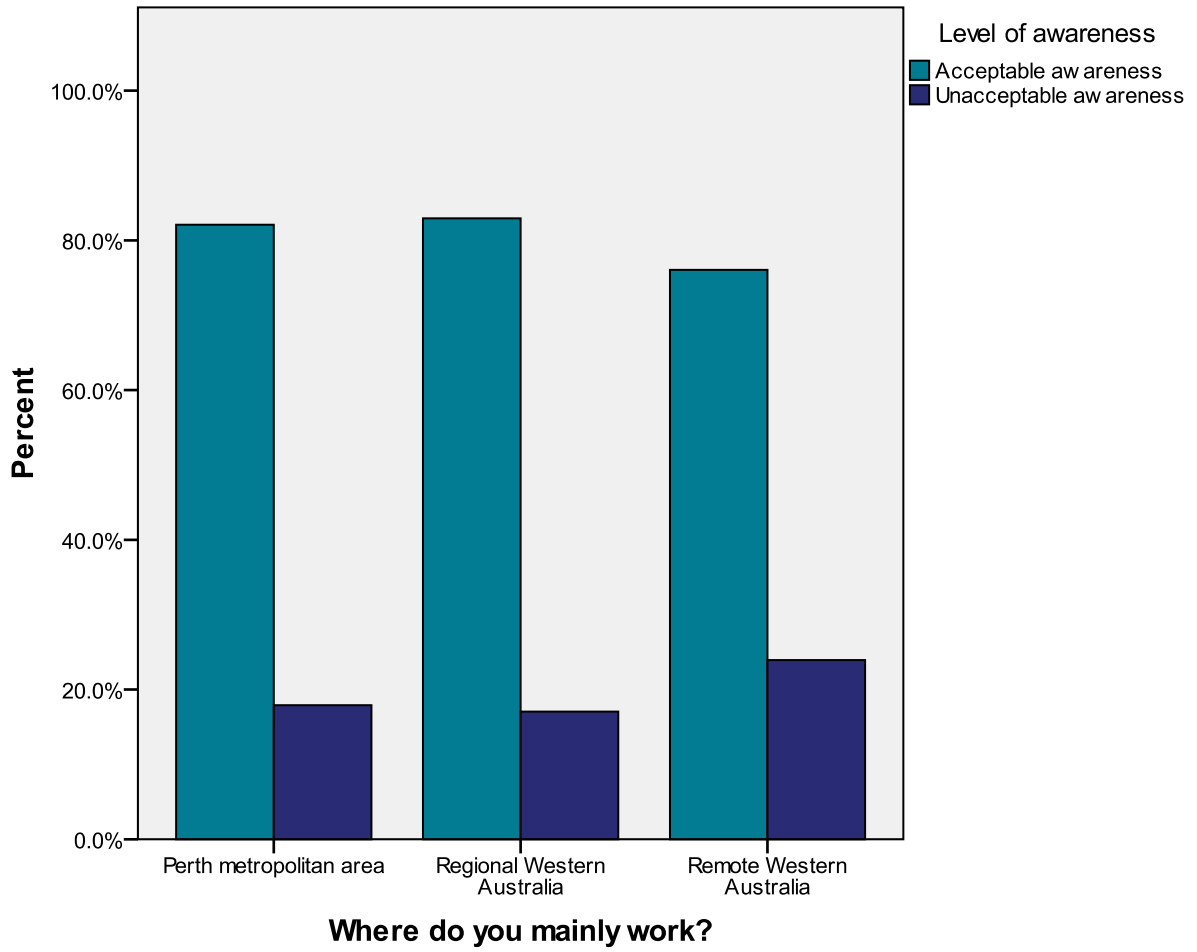
QUESTION C1 (continued)

Where do you mainly work? * Level of awareness * Year

Year			Level of awareness		Total	
			Acceptable awareness	Unacceptable awareness		
2009	Perth metropolitan area	Count	1529	91	1620	
		Row %	94.4%	5.6%	100.0%	
	Regional Western Australia	Count	283	19	302	
		Row %	93.7%	6.3%	100.0%	
	Remote Western Australia	Count	44	4	48	
		Row %	91.7%	8.3%	100.0%	
	Total	Count	1856	114	1970	
		Row %	94.2%	5.8%	100.0%	
	2010	Perth metropolitan area	Count	2767	393	3160
			Row %	87.6%	12.4%	100.0%
Regional Western Australia		Count	609	109	718	
		Row %	84.8%	15.2%	100.0%	
Remote Western Australia		Count	84	20	104	
		Row %	80.8%	19.2%	100.0%	
Total		Count	3460	522	3982	
		Row %	86.9%	13.1%	100.0%	
2011		Perth metropolitan area	Count	1351	295	1646
			Row %	82.1%	17.9%	100.0%
	Regional Western Australia	Count	311	64	375	
		Row %	82.9%	17.1%	100.0%	
	Remote Western Australia	Count	54	17	71	
		Row %	76.1%	23.9%	100.0%	
	Total	Count	1716	376	2092	
		Row %	82.0%	18.0%	100.0%	

QUESTION C1 (continued)

2011 Data Only



QUESTION C1 (continued)

Number of scenarios correct

Year	Where do you mainly work?	N	Minimum	Maximum	Mean	Std. Deviation
2009	Perth metropolitan area	1620	5	13	9.77	1.390
	Regional Western Australia	302	5	13	9.62	1.370
	Remote Western Australia	48	7	13	9.60	1.380
	Total	1970	5	13	9.74	1.387
2010	Perth metropolitan area	3160	0	13	9.50	1.744
	Regional Western Australia	718	3	13	9.36	1.737
	Remote Western Australia	104	5	12	8.90	1.782
	Total	3982	0	13	9.46	1.746
2011	Perth metropolitan area	1646	3	13	9.11	1.696
	Regional Western Australia	375	4	13	9.10	1.745
	Remote Western Australia	71	5	12	8.80	1.635
	Total	2092	3	13	9.09	1.703
Total	Perth metropolitan area	6426	0	13	9.47	1.666
	Regional Western Australia	1395	3	13	9.35	1.675
	Remote Western Australia	223	5	13	9.02	1.678
	Total	8044	0	13	9.43	1.670

Qualitative Summary:

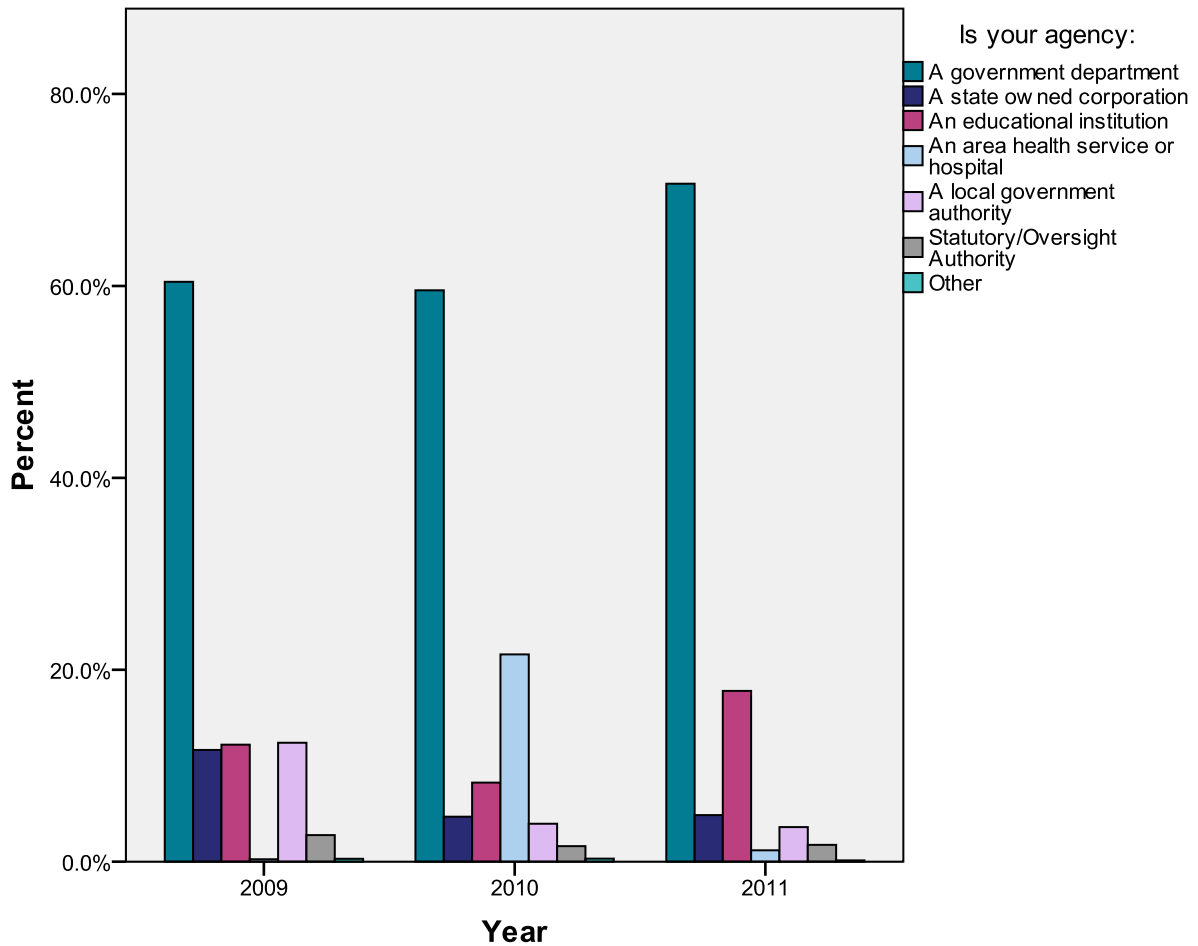
79% of respondents in 2011 indicated that they work in the *'Perth metropolitan area'*, 18% in *'Regional Western Australia'* and 3% in *'Remote Western Australia'*.

No significant differences in *'Acceptable Awareness'* of misconduct were found between the public officers from the metropolitan, regional, and remote regions.

QUESTION C2

Year * Is your agency:

		Is your agency:							Total
		A government department	A state owned corporation	An educational institution	An area health service or hospital	A local government authority	Statutory/Oversight Authority	Other	
2009	Count	1199	231	242	5	246	55	6	1984
	Row %	60.4%	11.6%	12.2%	.3%	12.4%	2.8%	.3%	100.0%
2010	Count	2376	187	329	862	158	65	13	3990
	Row %	59.5%	4.7%	8.2%	21.6%	4.0%	1.6%	.3%	100.0%
2011	Count	1485	102	374	25	76	37	3	2102
	Row %	70.6%	4.9%	17.8%	1.2%	3.6%	1.8%	.1%	100.0%
Total	Count	5060	520	945	892	480	157	22	8076
	Row %	62.7%	6.4%	11.7%	11.0%	5.9%	1.9%	.3%	100.0%



QUESTION C2 (continued)

Is your agency: * Level of awareness * Year

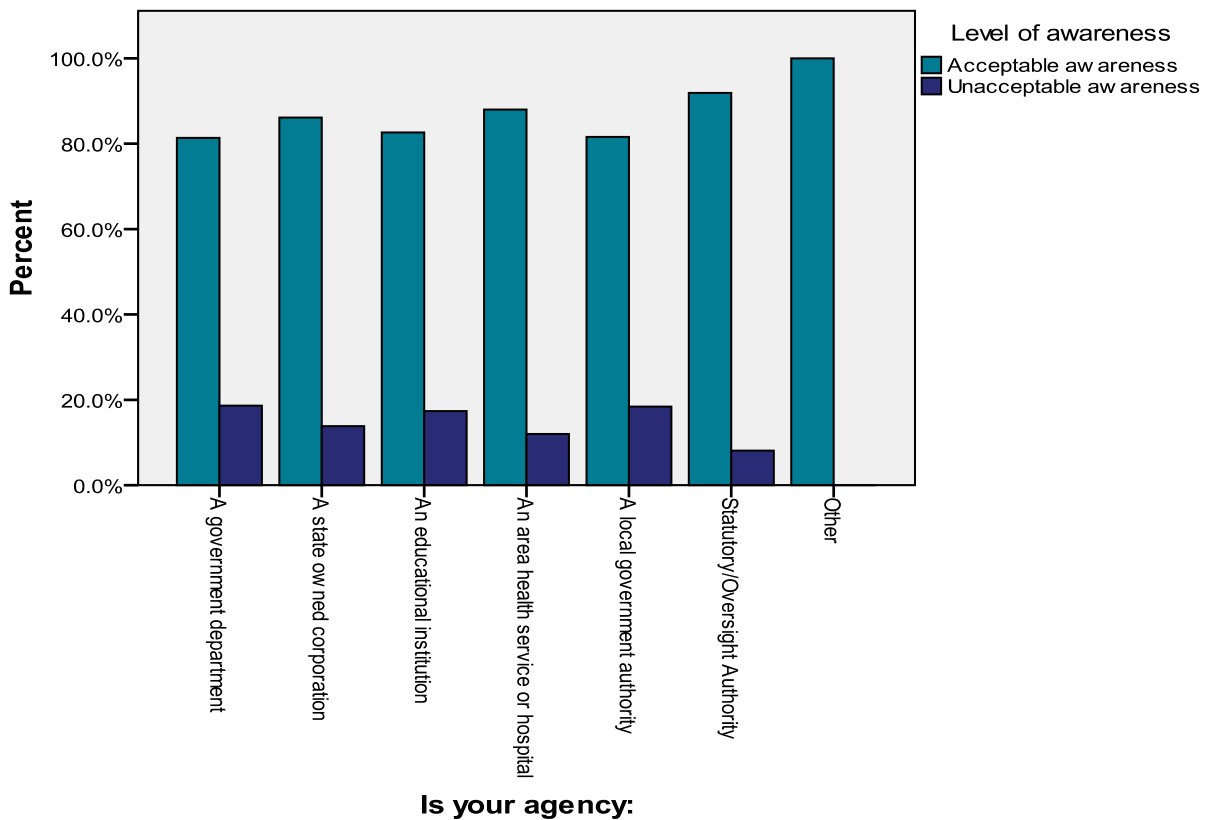
Year			Level of awareness		Total	
			Acceptable awareness	Unacceptable awareness		
2009	A government department	Count	1136	63	1199	
		Row %	94.7%	5.3%	100.0%	
	A state owned corporation	Count	211	20	231	
		Row %	91.3%	8.7%	100.0%	
	An educational institution	Count	228	14	242	
		Row %	94.2%	5.8%	100.0%	
	An area health service or hospital	Count	4	1	5	
		Row %	80.0%	20.0%	100.0%	
	A local government authority	Count	229	17	246	
		Row %	93.1%	6.9%	100.0%	
	Statutory/Oversight Authority	Count	55	0	55	
		Row %	100.0%	.0%	100.0%	
	Other	Count	6	0	6	
		Row %	100.0%	.0%	100.0%	
	Total	Count	1869	115	1984	
		Row %	94.2%	5.8%	100.0%	
	2010	A government department	Count	2063	313	2376
			Row %	86.8%	13.2%	100.0%
A state owned corporation		Count	162	25	187	
		Row %	86.6%	13.4%	100.0%	
An educational institution		Count	292	37	329	
		Row %	88.8%	11.2%	100.0%	
An area health service or hospital		Count	737	125	862	
		Row %	85.5%	14.5%	100.0%	
A local government authority		Count	138	20	158	
		Row %	87.3%	12.7%	100.0%	
Statutory/Oversight Authority		Count	62	3	65	
		Row %	95.4%	4.6%	100.0%	
Other		Count	12	1	13	
		Row %	92.3%	7.7%	100.0%	
Total		Count	3466	524	3990	
		Row %	86.9%	13.1%	100.0%	

QUESTION C2 (continued)

Is your agency: * Level of awareness * Year (continued)

Year			Level of awareness		Total
			Acceptable awareness	Unacceptable awareness	
2011	A government department	Count	1200	275	1475
		Row %	81.4%	18.6%	100.0%
	A state owned corporation	Count	87	14	101
		Row %	86.1%	13.9%	100.0%
	An educational institution	Count	309	65	374
		Row %	82.6%	17.4%	100.0%
	An area health service or hospital	Count	22	3	25
		Row %	88.0%	12.0%	100.0%
	A local government authority	Count	62	14	76
		Row %	81.6%	18.4%	100.0%
	Statutory/Oversight Authority	Count	34	3	37
		Row %	91.9%	8.1%	100.0%
	Other	Count	3	0	3
		Row %	100.0%	.0%	100.0%
	Total	Count	1717	374	2091
		Row %	82.1%	17.9%	100.0%

2011 Data Only



QUESTION C2 (continued)

Number of scenarios correct

Year	Is your agency:	N	Minimum	Maximum	Mean	Std. Deviation
2009	A government department	1199	5	13	9.76	1.392
	A state owned corporation	231	6	13	9.68	1.402
	An educational institution	242	6	13	9.60	1.354
	An area health service or hospital	5	6	12	9.80	2.280
	A local government authority	246	6	13	9.85	1.443
	Statutory/Oversight Authority	55	8	12	10.05	1.079
	Other	6	8	13	10.50	1.761
	Total	1984	5	13	9.75	1.392
2010	A government department	2376	0	13	9.46	1.779
	A state owned corporation	187	6	13	9.49	1.708
	An educational institution	329	5	13	9.49	1.572
	An area health service or hospital	862	0	13	9.31	1.726
	A local government authority	158	4	13	9.61	1.905
	Statutory/Oversight Authority	65	7	13	10.46	1.382
	Other	13	7	11	9.62	1.261
	Total	3990	0	13	9.46	1.751
2011	A government department	1475	3	13	9.07	1.732
	A state owned corporation	101	5	13	9.30	1.653
	An educational institution	374	5	13	9.01	1.602
	An area health service or hospital	25	6	13	9.20	1.658
	A local government authority	76	5	13	9.18	1.703
	Statutory/Oversight Authority	37	7	13	9.86	1.456
	Other	3	9	12	10.67	1.528
	Total	2091	3	13	9.10	1.702
Total	A government department	5050	0	13	9.42	1.699
	A state owned corporation	519	5	13	9.54	1.571
	An educational institution	945	5	13	9.33	1.552
	An area health service or hospital	892	0	13	9.31	1.725
	A local government authority	480	4	13	9.66	1.662
	Statutory/Oversight Authority	157	7	13	10.18	1.318
	Other	22	7	13	10.00	1.447
	Total	8065	0	13	9.44	1.673

QUESTION C2 (continued)

Qualitative Summary:

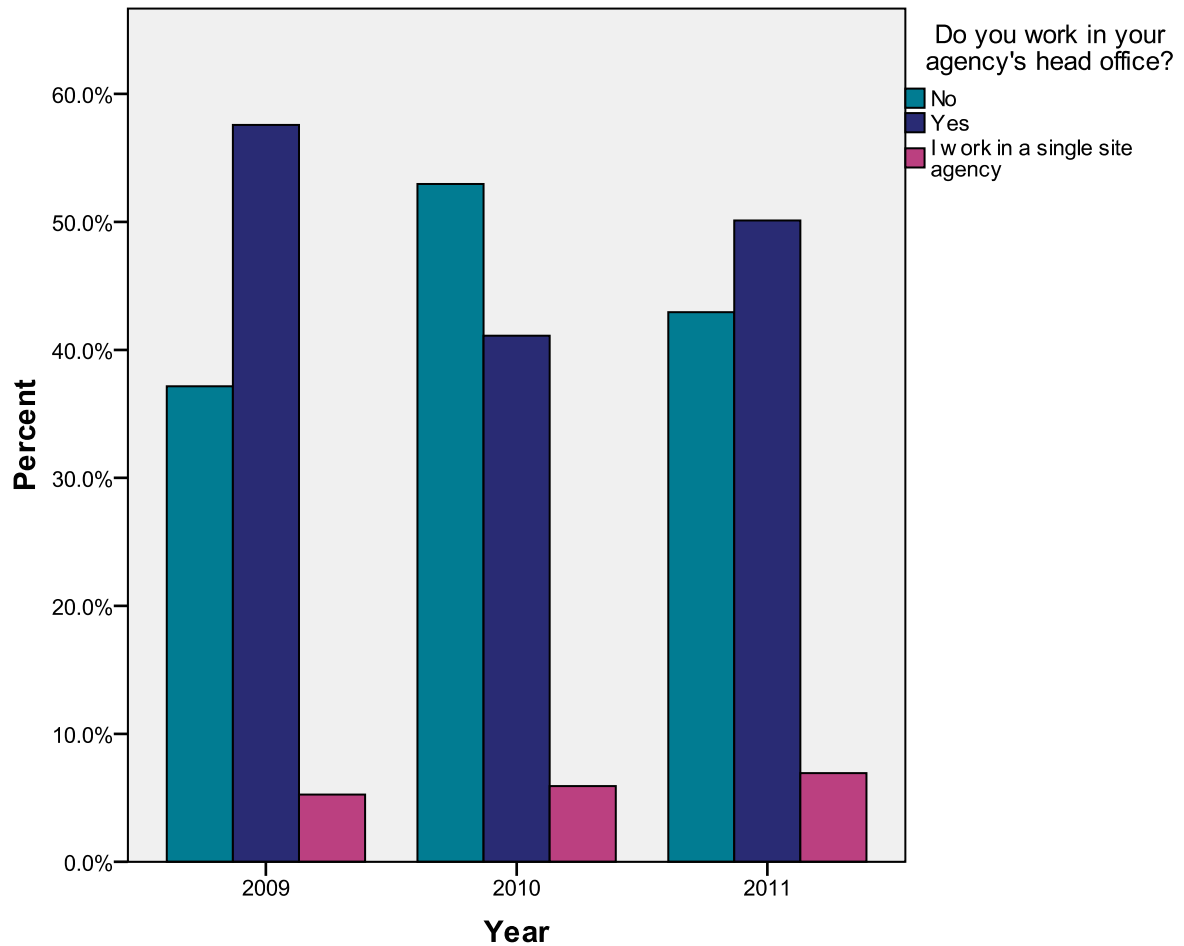
71% of respondents in 2011 indicated that they were from a '**Government department**', with another 18% indicating they were from an '**Educational institution**'.

Significant differences in '**Acceptable Awareness**' of misconduct were found between the public officers from the various agencies, with the '*Statutory/Oversight Authority*' participants consistently presenting with greater *Awareness* of misconduct. (Sample sizes must be taken into account when determining if these significant differences are also substantive).

QUESTION C3

Year * Do you work in your agency's head office?

		Do you work in your agency's head office?			Total
		No	Yes	I work in a single site agency	
2009	Count	735	1139	104	1978
	Row %	37.2%	57.6%	5.3%	100.0%
2010	Count	2113	1640	236	3989
	Row %	53.0%	41.1%	5.9%	100.0%
2011	Count	905	1056	146	2107
	Row %	43.0%	50.1%	6.9%	100.0%
Total	Count	3753	3835	486	8074
	Row %	46.5%	47.5%	6.0%	100.0%



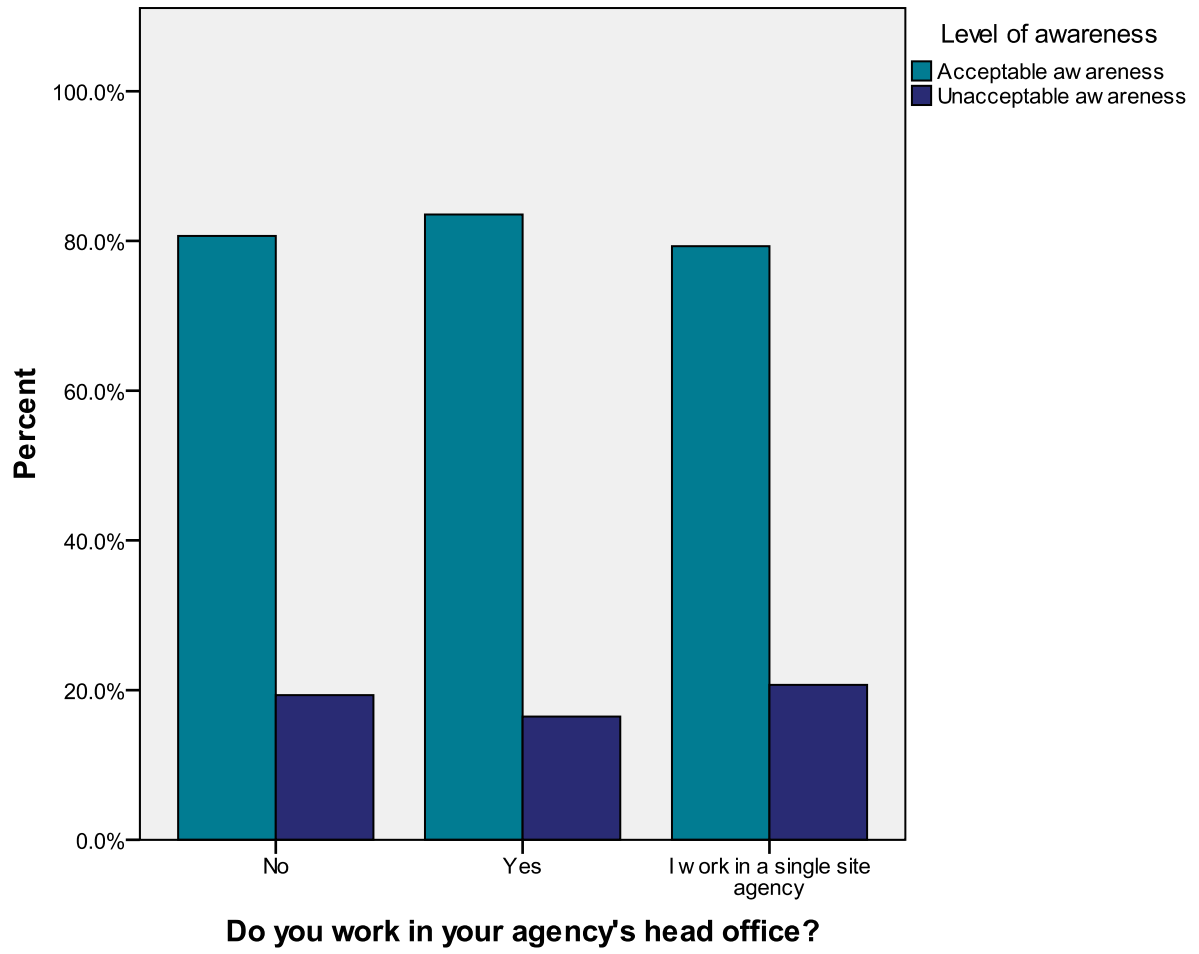
QUESTION C3 (continued)

Do you work in your agency's head office? * Level of awareness * Year

Year			Level of awareness		Total
			Acceptable awareness	Unacceptable awareness	
2009	No	Count	681	54	735
		Row %	92.7%	7.3%	100.0%
	Yes	Count	1085	54	1139
		Row %	95.3%	4.7%	100.0%
	I work in a single site agency	Count	97	7	104
		Row %	93.3%	6.7%	100.0%
	Total	Count	1863	115	1978
		Row %	94.2%	5.8%	100.0%
2010	No	Count	1792	321	2113
		Row %	84.8%	15.2%	100.0%
	Yes	Count	1470	170	1640
		Row %	89.6%	10.4%	100.0%
	I work in a single site agency	Count	205	31	236
		Row %	86.9%	13.1%	100.0%
	Total	Count	3467	522	3989
		Row %	86.9%	13.1%	100.0%
2011	No	Count	726	174	900
		Row %	80.7%	19.3%	100.0%
	Yes	Count	878	173	1051
		Row %	83.5%	16.5%	100.0%
	I work in a single site agency	Count	115	30	145
		Row %	79.3%	20.7%	100.0%
	Total	Count	1719	377	2096
		Row %	82.0%	18.0%	100.0%

QUESTION C3 (continued)

2011 Data Only



QUESTION C3 (continued)

Number of scenarios correct

Year	Do you work in your agency's head office?	N	Minimum	Maximum	Mean	Std. Deviation
2009	No	735	5	13	9.66	1.419
	Yes	1139	5	13	9.82	1.378
	I work in a single site agency	104	6	13	9.63	1.330
	Total	1978	5	13	9.75	1.393
2010	No	2113	0	13	9.28	1.750
	Yes	1640	4	13	9.68	1.719
	I work in a single site agency	236	4	13	9.44	1.789
	Total	3989	0	13	9.46	1.750
2011	No	900	3	13	9.00	1.691
	Yes	1051	5	13	9.18	1.714
	I work in a single site agency	145	5	13	9.05	1.705
	Total	2096	3	13	9.09	1.705
Total	No	3748	0	13	9.29	1.689
	Yes	3830	4	13	9.59	1.643
	I work in a single site agency	485	4	13	9.36	1.686
	Total	8063	0	13	9.44	1.673

Qualitative Summary:

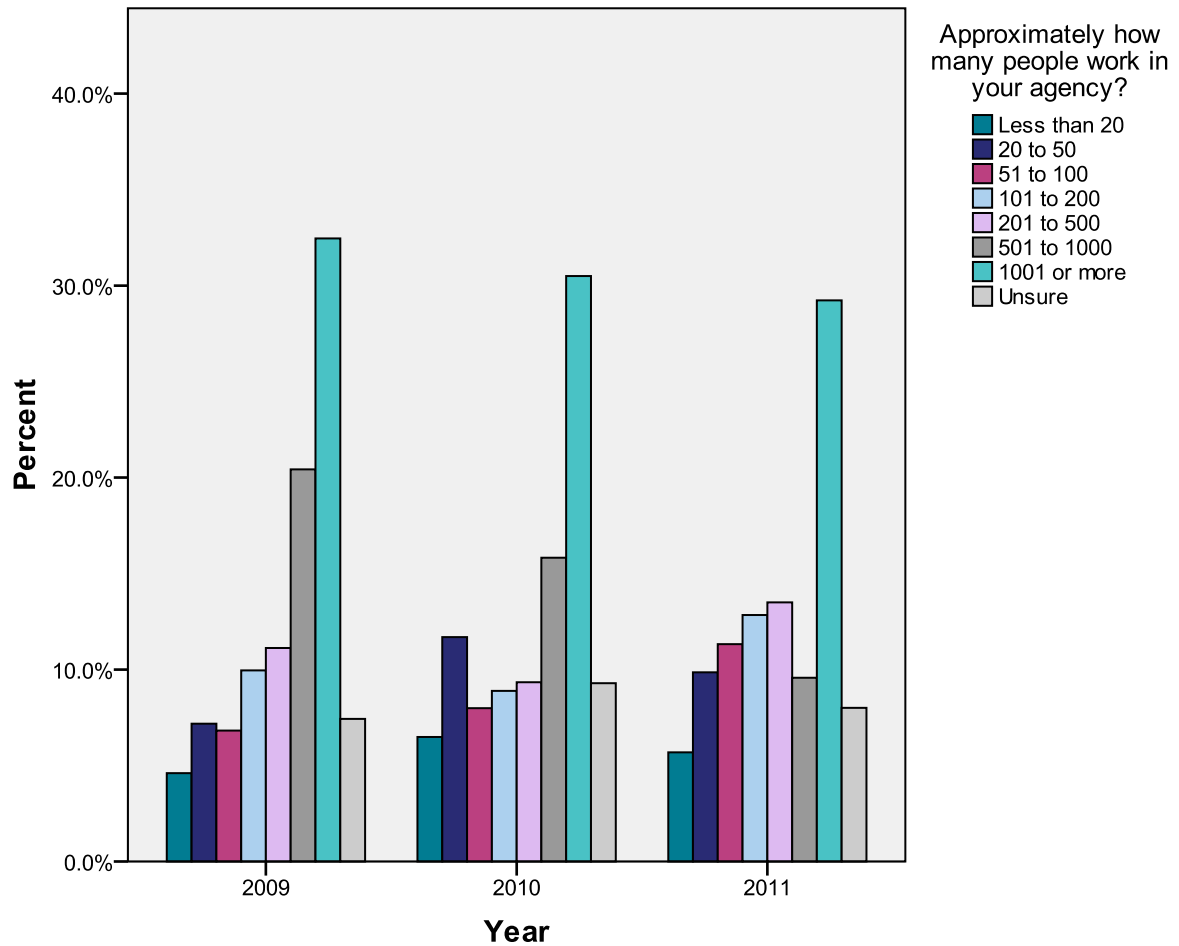
43% of respondents in 2011 indicated that they work in their agency's '**Head office**', 50% '**do not**' and 7% work in a '**Single site agency**'.

No significant differences in '**Acceptable Awareness**' of misconduct were found between the public officers working in head office versus those working elsewhere.

QUESTION C4

Year * Approximately how many people work in your agency?

		Approximately how many people work in your agency?							Total	
		Less than 20	20 to 50	51 to 100	101 to 200	201 to 500	501 to 1000	1001 or more	Unsure	
2009	Count	91	142	135	197	220	404	642	147	1978
	Row %	4.6%	7.2%	6.8%	10.0%	11.1%	20.4%	32.5%	7.4%	100.0%
2010	Count	259	467	319	355	373	632	1218	371	3994
	Row %	6.5%	11.7%	8.0%	8.9%	9.3%	15.8%	30.5%	9.3%	100.0%
2011	Count	120	208	239	271	285	202	617	169	2111
	Row %	5.7%	9.9%	11.3%	12.8%	13.5%	9.6%	29.2%	8.0%	100.0%
Total	Count	470	817	693	823	878	1238	2477	687	8083
	Row %	5.8%	10.1%	8.6%	10.2%	10.9%	15.3%	30.6%	8.5%	100.0%



QUESTION C4 (continued)

Approximately how many people work in your agency? * Level of awareness * Year

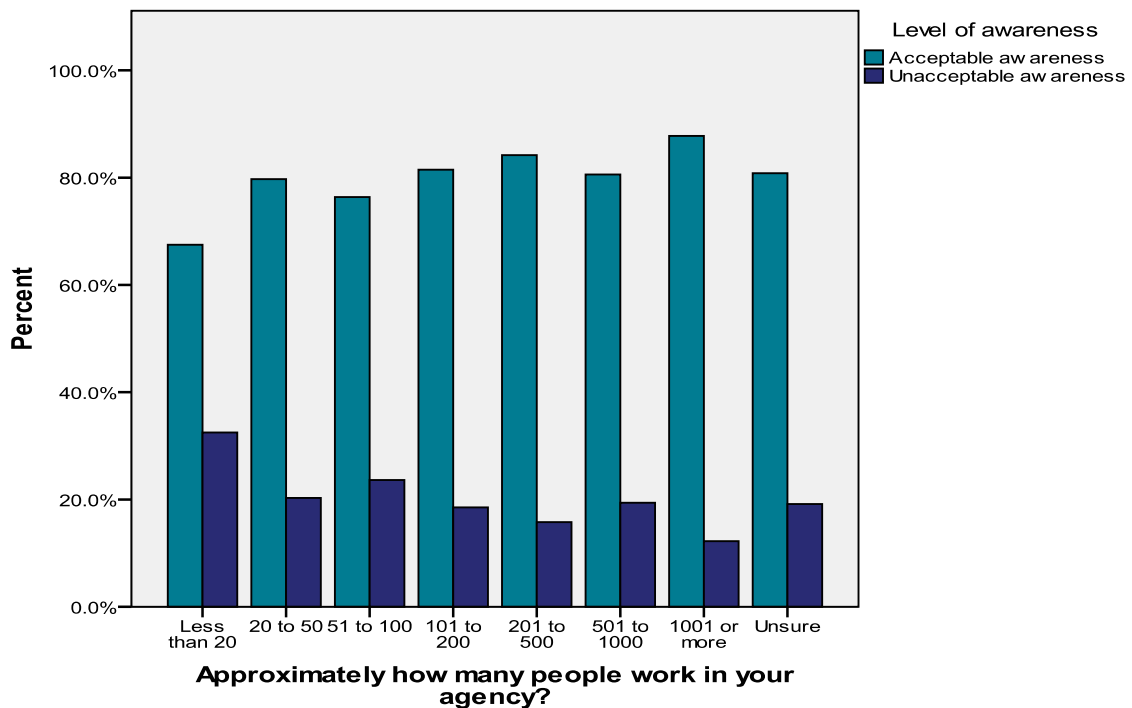
Year			Level of awareness		Total
			Acceptable awareness	Unacceptable awareness	
2009	Less than 20	Count	86	5	91
		Row %	94.5%	5.5%	100.0%
	20 to 50	Count	132	10	142
		Row %	93.0%	7.0%	100.0%
	51 to 100	Count	123	12	135
		Row %	91.1%	8.9%	100.0%
	101 to 200	Count	186	11	197
		Row %	94.4%	5.6%	100.0%
	201 to 500	Count	206	14	220
		Row %	93.6%	6.4%	100.0%
	501 to 1000	Count	383	21	404
		Row %	94.8%	5.2%	100.0%
	1001 or more	Count	614	28	642
		Row %	95.6%	4.4%	100.0%
	Unsure	Count	134	13	147
		Row %	91.2%	8.8%	100.0%
	Total	Count	1864	114	1978
		Row %	94.2%	5.8%	100.0%
2010	Less than 20	Count	212	47	259
		Row %	81.9%	18.1%	100.0%
	20 to 50	Count	386	81	467
		Row %	82.7%	17.3%	100.0%
	51 to 100	Count	275	44	319
		Row %	86.2%	13.8%	100.0%
	101 to 200	Count	307	48	355
		Row %	86.5%	13.5%	100.0%
	201 to 500	Count	325	48	373
		Row %	87.1%	12.9%	100.0%
	501 to 1000	Count	565	67	632
		Row %	89.4%	10.6%	100.0%
	1001 or more	Count	1097	121	1218
		Row %	90.1%	9.9%	100.0%
	Unsure	Count	305	66	371
		Row %	82.2%	17.8%	100.0%
	Total	Count	3472	522	3994
		Row %	86.9%	13.1%	100.0%

QUESTION C4 (continued)

Approximately how many people work in your agency? * Level of awareness * Year (continued)

Year			Level of awareness		Total
			Acceptable awareness	Unacceptable awareness	
2011	Less than 20	Count	81	39	120
		Row %	67.5%	32.5%	100.0%
	20 to 50	Count	165	42	207
		Row %	79.7%	20.3%	100.0%
	51 to 100	Count	181	56	237
		Row %	76.4%	23.6%	100.0%
	101 to 200	Count	220	50	270
		Row %	81.5%	18.5%	100.0%
	201 to 500	Count	240	45	285
		Row %	84.2%	15.8%	100.0%
	501 to 1000	Count	162	39	201
		Row %	80.6%	19.4%	100.0%
	1001 or more	Count	538	75	613
		Row %	87.8%	12.2%	100.0%
	Unsure	Count	135	32	167
		Row %	80.8%	19.2%	100.0%
	Total	Count	1722	378	2100
		Row %	82.0%	18.0%	100.0%

2011 Data Only



QUESTION C4 (continued)

Number of scenarios correct

Year	Approximately how many people work in your agency?	N	Minimum	Maximum	Mean	Std. Deviation
2009	Less than 20	91	5	13	9.64	1.321
	20 to 50	142	5	12	9.58	1.426
	51 to 100	135	6	13	9.69	1.422
	101 to 200	197	5	13	9.89	1.438
	201 to 500	220	5	13	9.72	1.341
	501 to 1000	404	5	13	9.75	1.380
	1001 or more	642	6	13	9.85	1.382
	Unsure	147	6	13	9.47	1.371
	Total	1978	5	13	9.75	1.388
2010	Less than 20	259	4	13	9.17	1.854
	20 to 50	467	4	13	9.16	1.759
	51 to 100	319	0	13	9.45	1.827
	101 to 200	355	4	13	9.47	1.755
	201 to 500	373	4	13	9.50	1.759
	501 to 1000	632	3	13	9.61	1.702
	1001 or more	1218	0	13	9.64	1.678
	Unsure	371	0	13	9.12	1.789
	Total	3994	0	13	9.46	1.750
2011	Less than 20	120	3	12	8.45	1.833
	20 to 50	207	5	13	8.91	1.717
	51 to 100	237	4	13	8.93	1.803
	101 to 200	270	5	13	8.98	1.646
	201 to 500	285	5	12	9.23	1.634
	501 to 1000	201	5	13	9.10	1.838
	1001 or more	613	5	13	9.33	1.597
	Unsure	167	5	13	9.04	1.711
	Total	2100	3	13	9.09	1.703
Total	Less than 20	470	3	13	9.08	1.801
	20 to 50	816	4	13	9.17	1.707
	51 to 100	691	0	13	9.32	1.768
	101 to 200	822	4	13	9.41	1.681
	201 to 500	878	4	13	9.47	1.632
	501 to 1000	1237	3	13	9.57	1.642
	1001 or more	2473	0	13	9.62	1.595
	Unsure	685	0	13	9.17	1.694
	Total	8072	0	13	9.43	1.673

Qualitative Summary:

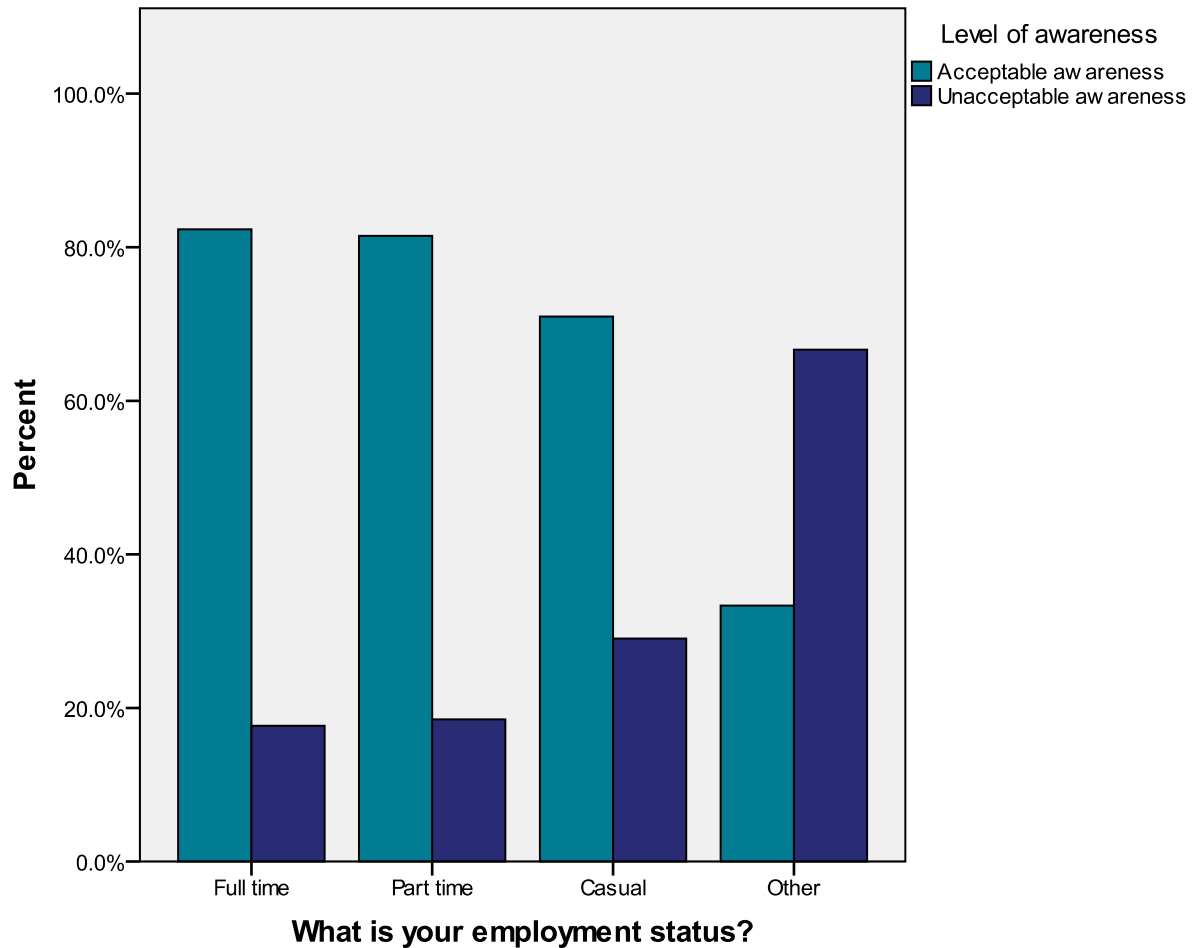
29% of respondents in 2011 indicated that they worked in an agency of '**1001 or more**' people, with other numbers as: 6% '**Less than 20**', 10% '**20 to 50**', 11% '**51 to 100**', 13% '**101 to 200**', 14% '**201 to 500**', 10% '**501 to 1000**' and 8% '**Unsure**'.

Significant differences in '**Acceptable Awareness**' of misconduct were found between the public officers working in the various size agencies, with the participants working in agencies with '**1001 or more**' people consistently presenting with greater *Awareness* of misconduct. (Sample sizes must be taken into account when determining if these significant differences are also substantive).

QUESTION C5

Year * What is your employment status?

		What is your employment status?				Total
		Full time	Part time	Casual	Other	
2009	Count	1728	214	32	5	1979
	Row %	87.3%	10.8%	1.6%	.3%	100.0%
2010	Count	3383	545	57	4	3989
	Row %	84.8%	13.7%	1.4%	.1%	100.0%
2011	Count	1842	217	31	3	2093
	Row %	88.0%	10.4%	1.5%	.1%	100.0%
Total	Count	6953	976	120	12	8061
	Row %	86.3%	12.1%	1.5%	.1%	100.0%



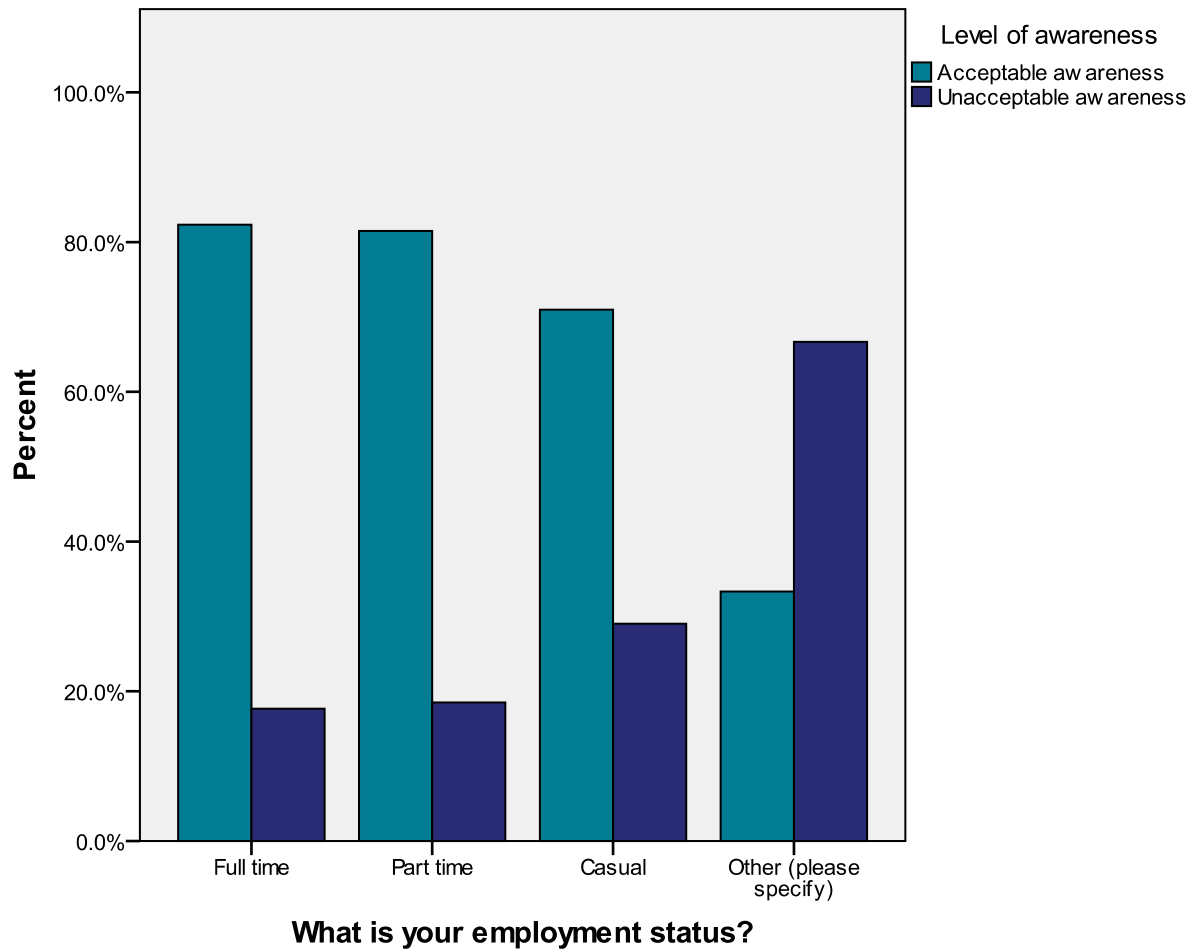
QUESTION C5 (continued)

What is your employment status? * Level of awareness * Year

Year			Level of awareness		Total	
			Acceptable awareness	Unacceptable awareness		
2009	Full time	Count	1634	94	1728	
		Row %	94.6%	5.4%	100.0%	
	Part time	Count	202	12	214	
		Row %	94.4%	5.6%	100.0%	
	Casual	Count	25	7	32	
		Row %	78.1%	21.9%	100.0%	
	Other	Count	4	1	5	
		Row %	80.0%	20.0%	100.0%	
	Total	Count	1865	114	1979	
		Row %	94.2%	5.8%	100.0%	
	2010	Full time	Count	2960	423	3383
			Row %	87.5%	12.5%	100.0%
		Part time	Count	460	85	545
			Row %	84.4%	15.6%	100.0%
Casual		Count	44	13	57	
		Row %	77.2%	22.8%	100.0%	
Other		Count	3	1	4	
		Row %	75.0%	25.0%	100.0%	
Total		Count	3467	522	3989	
		Row %	86.9%	13.1%	100.0%	
2011		Full time	Count	1509	324	1833
			Row %	82.3%	17.7%	100.0%
		Part time	Count	176	40	216
			Row %	81.5%	18.5%	100.0%
	Casual	Count	22	9	31	
		Row %	71.0%	29.0%	100.0%	
	Other	Count	1	2	3	
		Row %	33.3%	66.7%	100.0%	
	Total	Count	1708	375	2083	
		Row %	82.0%	18.0%	100.0%	

QUESTION C5 (continued)

2011 Data Only



Number of scenarios correct

Year	What is your employment status?	N	Minimum	Maximum	Mean	Std. Deviation
2009	Full time	1728	5	13	9.78	1.376
	Part time	214	5	13	9.70	1.419
	Casual	32	5	12	8.97	1.616
	Other	5	6	11	9.20	1.924
	Total	1979	5	13	9.75	1.389
2010	Full time	3383	0	13	9.50	1.739
	Part time	545	4	13	9.26	1.815
	Casual	57	6	12	8.68	1.549
	Other	4	7	10	8.50	1.291
	Total	3989	0	13	9.46	1.751

QUESTION C5 (continued)

Number of scenarios correct (continued)

Year	What is your employment status?	N	Minimum	Maximum	Mean	Std. Deviation
2011	Full time	1833	4	13	9.11	1.701
	Part time	216	3	13	9.09	1.750
	Casual	31	6	11	8.35	1.496
	Other	3	6	9	7.33	1.528
	Total	2083	3	13	9.09	1.706
Total	Full time	6944	0	13	9.47	1.663
	Part time	975	3	13	9.32	1.733
	Casual	120	5	12	8.68	1.557
	Other	12	6	11	8.50	1.679
	Total	8051	0	13	9.44	1.674

Qualitative Summary:

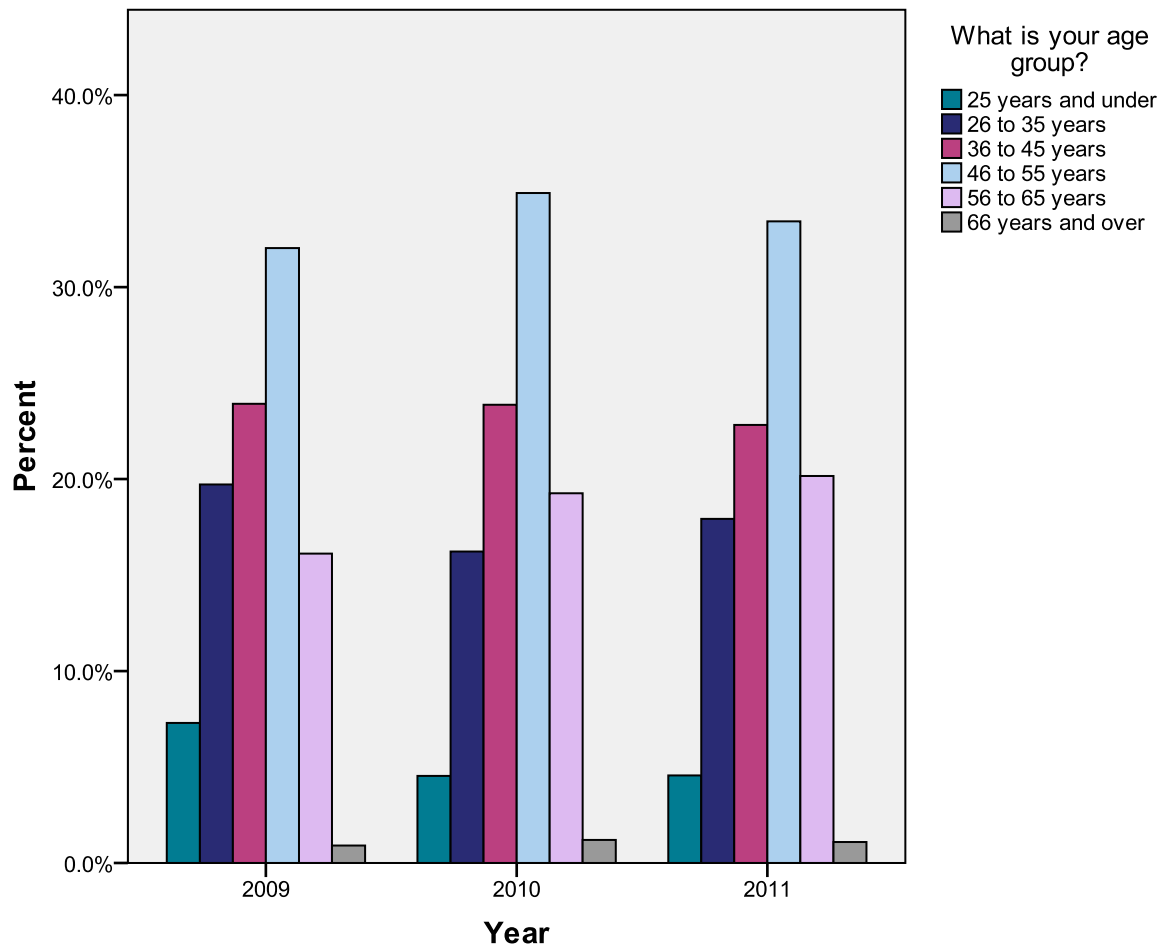
88% of respondents in 2011 indicated that they are on **'Full time'** status, 10% **'Part time'**, 2% **'Casual'** and .1% **'Other'**.

Public officers employed as **'Casual'**, or who indicated **'Other'**, achieved a significantly lower mean **'Acceptable Awareness'** score than those employed **'Full time'** or **'Part time'**.

QUESTION C6

Year * What is your age group?

		What is your age group?						Total
		25 years and under	26 to 35 years	36 to 45 years	46 to 55 years	56 to 65 years	66 years and over	
2009	Count	144	389	472	632	318	18	1973
	Row %	7.3%	19.7%	23.9%	32.0%	16.1%	.9%	100.0%
2010	Count	181	647	952	1392	768	48	3988
	Row %	4.5%	16.2%	23.9%	34.9%	19.3%	1.2%	100.0%
2011	Count	96	377	480	703	424	23	2103
	Row %	4.6%	17.9%	22.8%	33.4%	20.2%	1.1%	100.0%
Total	Count	421	1413	1904	2727	1510	89	8064
	Row %	5.2%	17.5%	23.6%	33.8%	18.7%	1.1%	100.0%



QUESTION C6 (continued)

What is your age group? * Level of awareness * Year

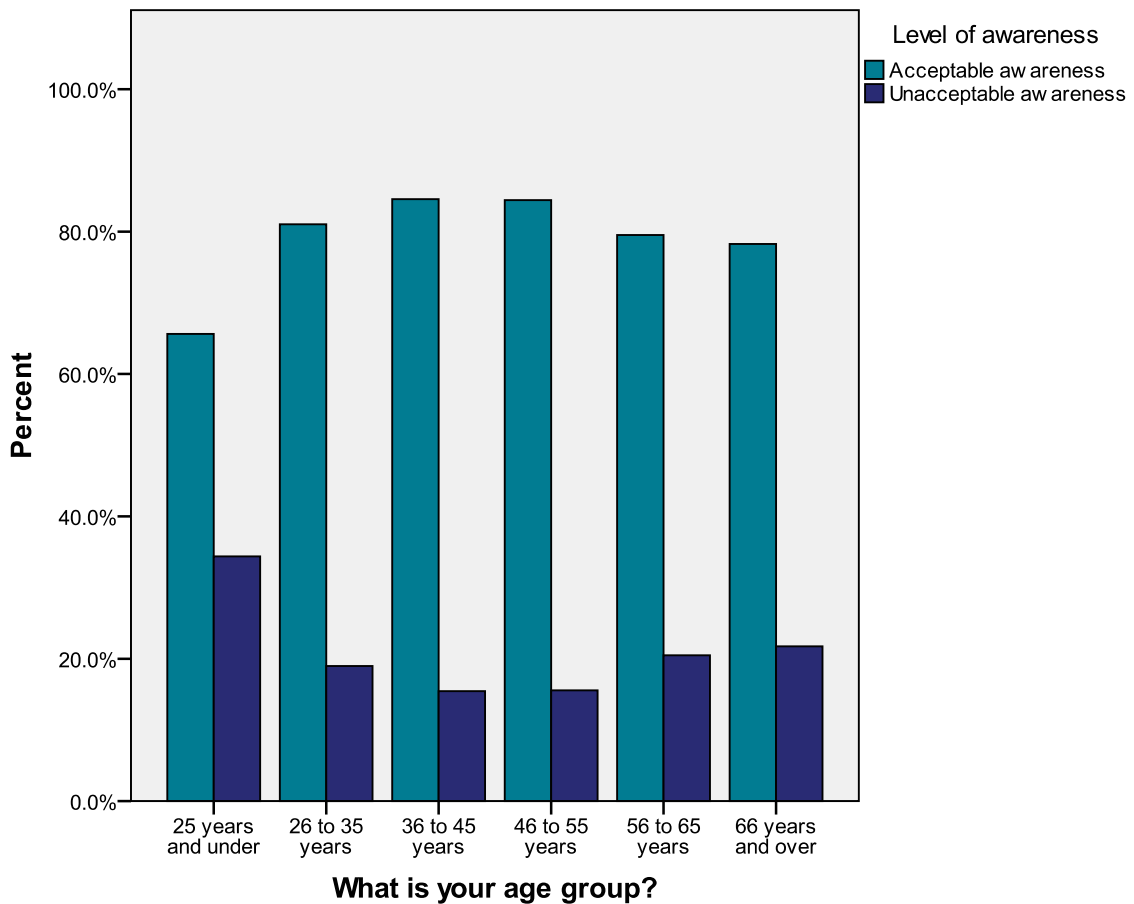
Year			Level of awareness		Total	
			Acceptable awareness	Unacceptable awareness		
2009	25 years and under	Count	136	8	144	
		Row %	94.4%	5.6%	100.0%	
	26 to 35 years	Count	373	16	389	
		Row %	95.9%	4.1%	100.0%	
	36 to 45 years	Count	452	20	472	
		Row %	95.8%	4.2%	100.0%	
	46 to 55 years	Count	590	42	632	
		Row %	93.4%	6.6%	100.0%	
	56 to 65 years	Count	292	26	318	
		Row %	91.8%	8.2%	100.0%	
	66 years and over	Count	16	2	18	
		Row %	88.9%	11.1%	100.0%	
	Total	Count	1859	114	1973	
		Row %	94.2%	5.8%	100.0%	
	2010	25 years and under	Count	156	25	181
			Row %	86.2%	13.8%	100.0%
		26 to 35 years	Count	563	84	647
			Row %	87.0%	13.0%	100.0%
36 to 45 years		Count	848	104	952	
		Row %	89.1%	10.9%	100.0%	
46 to 55 years		Count	1202	190	1392	
		Row %	86.4%	13.6%	100.0%	
56 to 65 years		Count	663	105	768	
		Row %	86.3%	13.7%	100.0%	
66 years and over		Count	36	12	48	
		Row %	75.0%	25.0%	100.0%	
Total		Count	3468	520	3988	
		Row %	87.0%	13.0%	100.0%	

QUESTION C6 (continued)

What is your age group? * Level of awareness * Year (continued)

Year			Level of awareness		Total
			Acceptable awareness	Unacceptable awareness	
2011	25 years and under	Count	63	33	96
		Row %	65.6%	34.4%	100.0%
	26 to 35 years	Count	303	71	374
		Row %	81.0%	19.0%	100.0%
	36 to 45 years	Count	405	74	479
		Row %	84.6%	15.4%	100.0%
	46 to 55 years	Count	591	109	700
		Row %	84.4%	15.6%	100.0%
	56 to 65 years	Count	334	86	420
		Row %	79.5%	20.5%	100.0%
	66 years and over	Count	18	5	23
		Row %	78.3%	21.7%	100.0%
	Total	Count	1714	378	2092
		Row %	81.9%	18.1%	100.0%

2011 Data Only



QUESTION C6 (continued)

Number of scenarios correct

Year	What is your age group?	N	Minimum	Maximum	Mean	Std. Deviation
2009	25 years and under	144	5	12	9.56	1.326
	26 to 35 years	389	5	13	9.79	1.359
	36 to 45 years	472	5	13	9.94	1.335
	46 to 55 years	632	5	13	9.74	1.406
	56 to 65 years	318	6	13	9.57	1.471
	66 years and over	18	6	11	8.94	1.211
	Total	1973	5	13	9.75	1.390
2010	25 years and under	181	4	13	9.22	1.625
	26 to 35 years	647	4	13	9.48	1.709
	36 to 45 years	952	4	13	9.70	1.743
	46 to 55 years	1392	0	13	9.40	1.810
	56 to 65 years	768	3	13	9.36	1.680
	66 years and over	48	6	12	8.71	1.675
	Total	3988	0	13	9.46	1.750
2011	25 years and under	96	5	12	8.39	1.849
	26 to 35 years	374	4	13	9.11	1.754
	36 to 45 years	479	4	13	9.28	1.684
	46 to 55 years	700	5	13	9.15	1.640
	56 to 65 years	420	5	13	8.94	1.691
	66 years and over	23	3	12	8.65	1.921
	Total	2092	3	13	9.09	1.704
Total	25 years and under	421	4	13	9.15	1.642
	26 to 35 years	1410	4	13	9.47	1.651
	36 to 45 years	1903	4	13	9.66	1.652
	46 to 55 years	2724	0	13	9.41	1.692
	56 to 65 years	1506	3	13	9.29	1.656
	66 years and over	89	3	12	8.74	1.648
	Total	8053	0	13	9.43	1.673

Qualitative Summary:

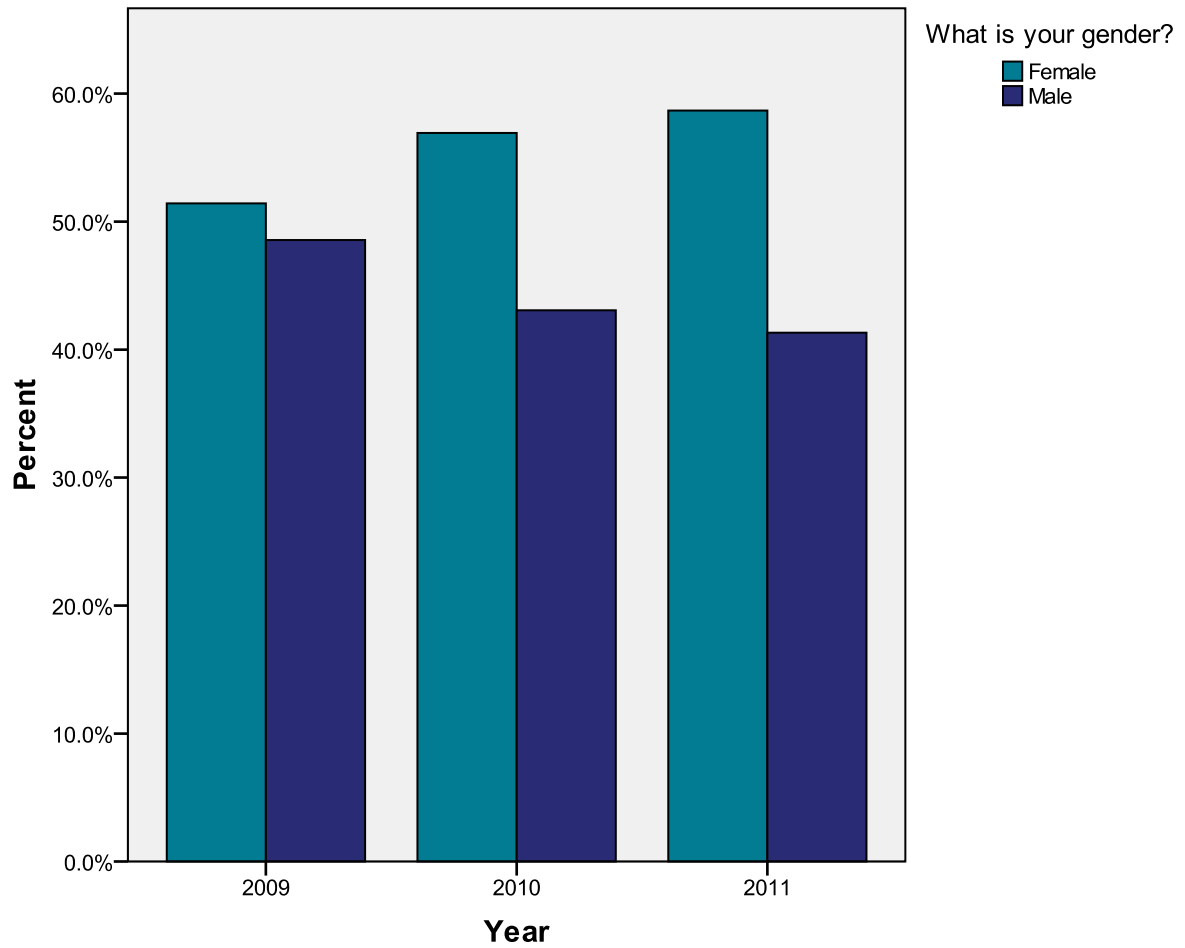
33% of respondents in 2011 indicated that they are between the ages of **'46 to 55 years'**, with other age groups as: 5% **'25 years and under'**, 18% **'26 to 35 years'**, 23% **'36 to 45 years'**, 20% **'56 to 65 years'** and 1% **'66 years and over'**.

Public officers employed aged **'25 years and under'** and **'66 years and over'** achieved a slightly lower mean **'Acceptable Awareness'** score than the other age groups surveyed.

QUESTION C7

Year * What is your gender?

		What is your gender?		Total
		Female	Male	
2009	Count	1006	950	1956
	Row %	51.4%	48.6%	100.0%
2010	Count	2240	1695	3935
	Row %	56.9%	43.1%	100.0%
2011	Count	1234	869	2103
	Row %	58.7%	41.3%	100.0%
Total	Count	4480	3514	7994
	Row %	56.0%	44.0%	100.0%

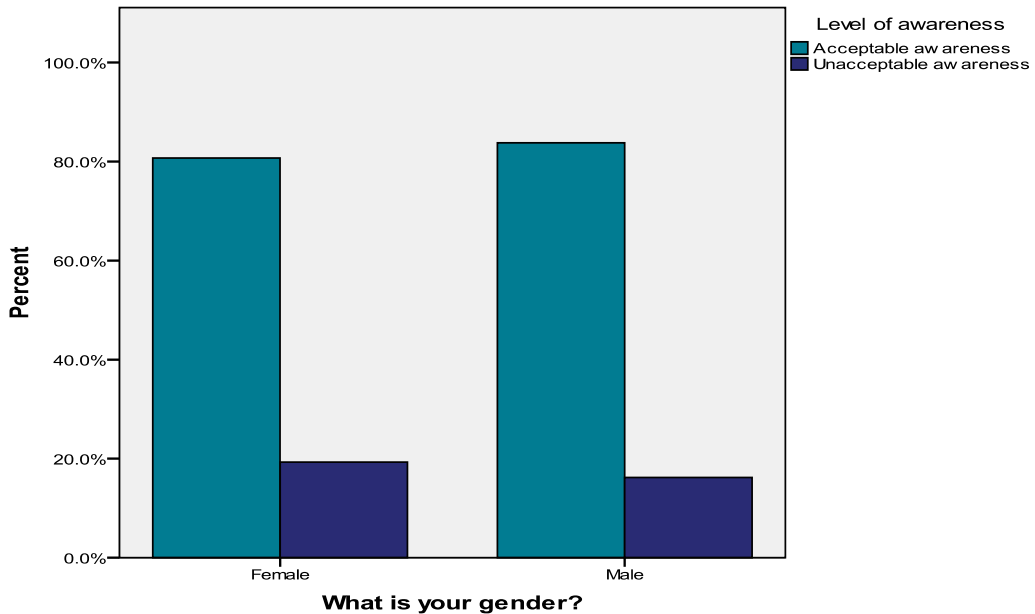


QUESTION C7 (continued)

What is your gender? * Level of awareness * Year

Year			Level of awareness		Total
			Acceptable awareness	Unacceptable awareness	
2009	Female	Count	950	56	1006
		Row %	94.4%	5.6%	100.0%
	Male	Count	892	58	950
		Row %	93.9%	6.1%	100.0%
	Total	Count	1842	114	1956
		Row %	94.2%	5.8%	100.0%
2010	Female	Count	1896	344	2240
		Row %	84.6%	15.4%	100.0%
	Male	Count	1528	167	1695
		Row %	90.1%	9.9%	100.0%
	Total	Count	3424	511	3935
		Row %	87.0%	13.0%	100.0%
2011	Female	Count	991	237	1228
		Row %	80.7%	19.3%	100.0%
	Male	Count	724	140	864
		Row %	83.8%	16.2%	100.0%
	Total	Count	1715	377	2092
		Row %	82.0%	18.0%	100.0%

2011 Data Only



QUESTION C7 (continued)

Number of scenarios correct

Year	What is your gender?	N	Minimum	Maximum	Mean	Std. Deviation
2009	Female	1006	5	13	9.65	1.334
	Male	950	5	13	9.86	1.445
	Total	1956	5	13	9.75	1.393
2010	Female	2240	0	13	9.29	1.767
	Male	1695	0	13	9.68	1.698
	Total	3935	0	13	9.46	1.748
2011	Female	1228	4	13	9.00	1.686
	Male	864	3	13	9.21	1.713
	Total	2092	3	13	9.09	1.700
Total	Female	4474	0	13	9.29	1.671
	Male	3509	0	13	9.62	1.655
	Total	7983	0	13	9.43	1.672

Qualitative Summary:

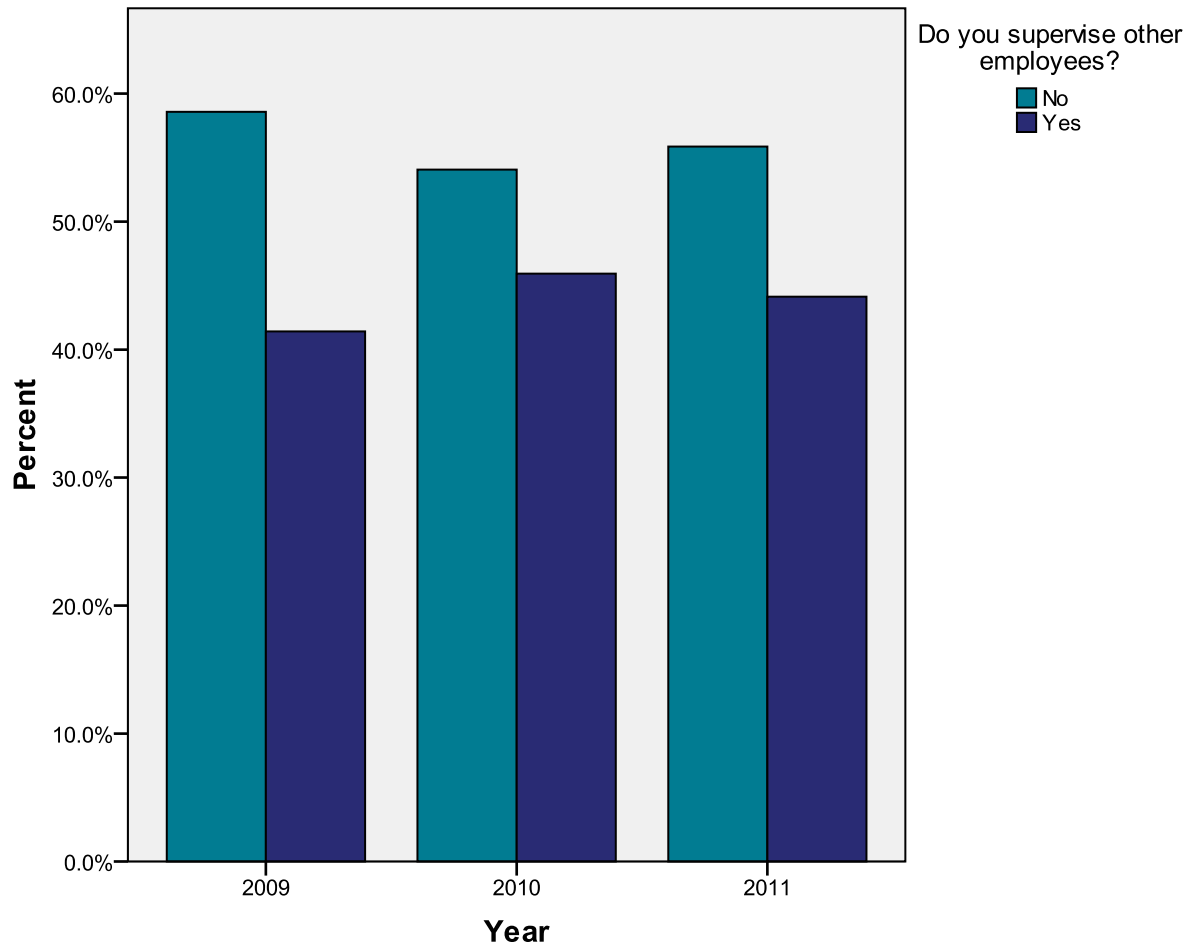
59% of respondents in 2011 indicated that they were '**Female**' and 41% '**Male**'.

No significant difference in '**Acceptable Awareness**' of misconduct was found between the female and male public officers.

QUESTION C8

Year * Do you supervise other employees?

		Do you supervise other employees?		Total
		No	Yes	
2009	Count	1147	811	1958
	Row %	58.6%	41.4%	100.0%
2010	Count	2136	1815	3951
	Row %	54.1%	45.9%	100.0%
2011	Count	1162	918	2080
	Row %	55.9%	44.1%	100.0%
Total	Count	4445	3544	7989
	Row %	55.6%	44.4%	100.0%

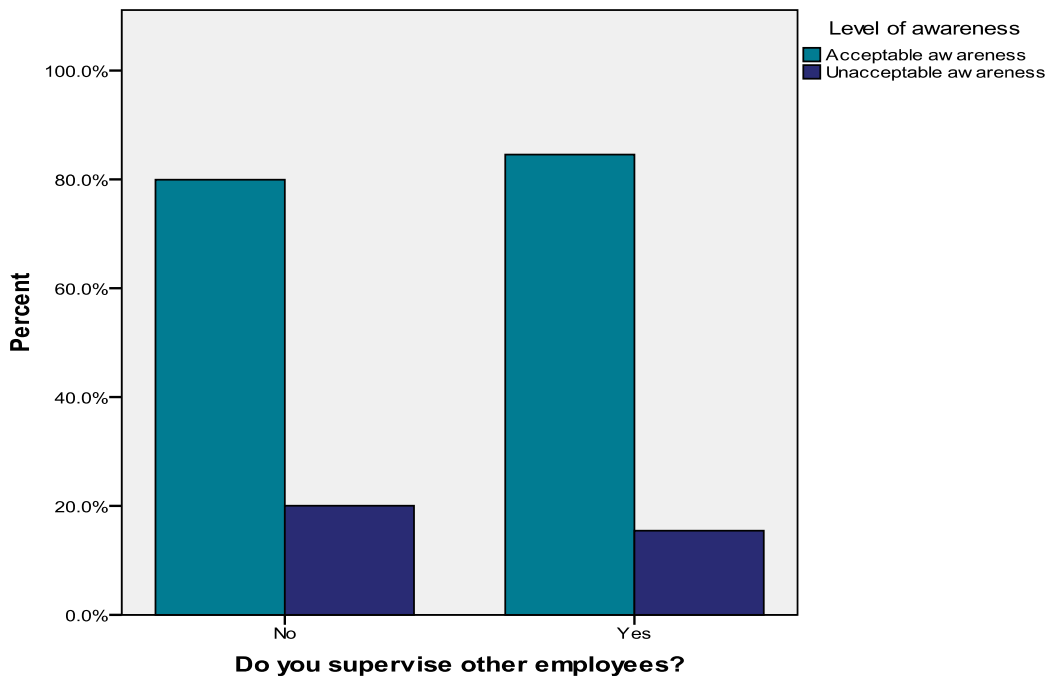


QUESTION C8 (continued)

Do you supervise other employees? * Level of awareness * Year

Year			Level of awareness		Total
			Acceptable awareness	Unacceptable awareness	
2009	No	Count	1070	77	1147
		Row %	93.3%	6.7%	100.0%
	Yes	Count	773	38	811
		Row %	95.3%	4.7%	100.0%
	Total	Count	1843	115	1958
		Row %	94.1%	5.9%	100.0%
2010	No	Count	1801	335	2136
		Row %	84.3%	15.7%	100.0%
	Yes	Count	1631	184	1815
		Row %	89.9%	10.1%	100.0%
	Total	Count	3432	519	3951
		Row %	86.9%	13.1%	100.0%
2011	No	Count	925	232	1157
		Row %	79.9%	20.1%	100.0%
	Yes	Count	771	141	912
		Row %	84.5%	15.5%	100.0%
	Total	Count	1696	373	2069
		Row %	82.0%	18.0%	100.0%

2011 Data Only



QUESTION C8 (continued)

Number of scenarios correct

Year	Do you supervise other employees?	N	Minimum	Maximum	Mean	Std. Deviation
2009	No	1147	5	13	9.62	1.388
	Yes	811	5	13	9.93	1.375
	Total	1958	5	13	9.75	1.390
2010	No	2136	0	13	9.26	1.765
	Yes	1815	0	13	9.68	1.709
	Total	3951	0	13	9.45	1.751
2011	No	1157	4	13	8.96	1.717
	Yes	912	3	13	9.26	1.677
	Total	2069	3	13	9.09	1.706
Total	No	4440	0	13	9.27	1.679
	Yes	3538	0	13	9.63	1.647
	Total	7978	0	13	9.43	1.674

Qualitative Summary:

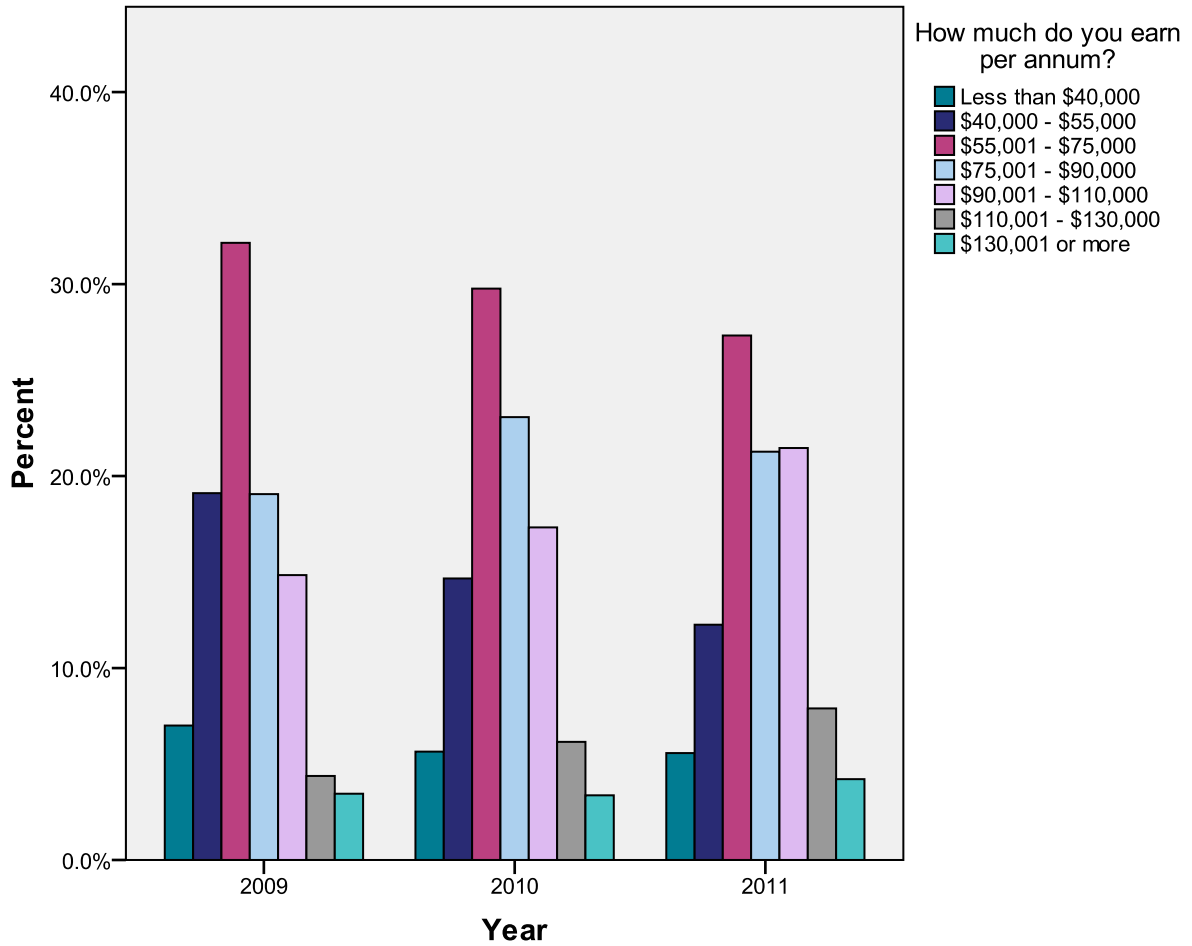
56% of respondents in 2011 indicated that they '**do not**' supervise other employees and 44% indicated that they '**do**'.

No significant difference in '**Acceptable Awareness**' of misconduct was found between public officers who supervise other employees and those who do not.

QUESTION C9

Year * How much do you earn per annum?

		How much do you earn per annum?							Total
		Less than \$40,000	\$40,000 - \$55,000	\$55,001 - \$75,000	\$75,001 - \$90,000	\$90,001 - \$110,000	\$110,001 - \$130,000	\$130,001 or more	
2009	Count	136	371	624	370	288	85	67	1941
	Row %	7.0%	19.1%	32.1%	19.1%	14.8%	4.4%	3.5%	100.0%
2010	Count	221	574	1165	903	678	241	132	3914
	Row %	5.6%	14.7%	29.8%	23.1%	17.3%	6.2%	3.4%	100.0%
2011	Count	115	253	564	439	443	163	87	2064
	Row %	5.6%	12.3%	27.3%	21.3%	21.5%	7.9%	4.2%	100.0%
Total	Count	472	1198	2353	1712	1409	489	286	7919
	Row %	6.0%	15.1%	29.7%	21.6%	17.8%	6.2%	3.6%	100.0%



QUESTION C9 (continued)

How much do you earn per annum? * Level of awareness * Year

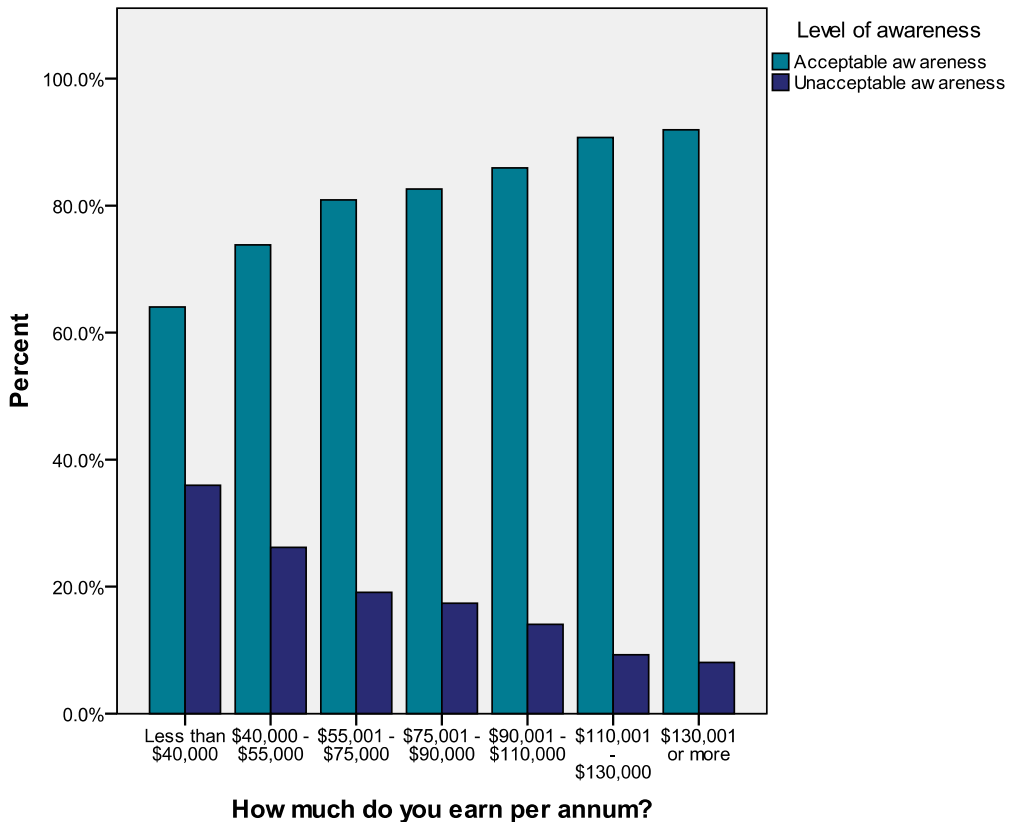
Year			Level of awareness		Total	
			Acceptable awareness	Unacceptable awareness		
2009	Less than \$40,000	Count	120	16	136	
		Row %	88.2%	11.8%	100.0%	
	\$40,000 - \$55,000	Count	338	33	371	
		Row %	91.1%	8.9%	100.0%	
	\$55,001 - \$75,000	Count	595	29	624	
		Row %	95.4%	4.6%	100.0%	
	\$75,001 - \$90,000	Count	357	13	370	
		Row %	96.5%	3.5%	100.0%	
	\$90,001 - \$110,000	Count	273	15	288	
		Row %	94.8%	5.2%	100.0%	
	\$110,001 - \$130,000	Count	83	2	85	
		Row %	97.6%	2.4%	100.0%	
	\$130,001 or more	Count	64	3	67	
		Row %	95.5%	4.5%	100.0%	
	Total	Count	1830	111	1941	
		Row %	94.3%	5.7%	100.0%	
	2010	Less than \$40,000	Count	176	45	221
			Row %	79.6%	20.4%	100.0%
\$40,000 - \$55,000		Count	437	137	574	
		Row %	76.1%	23.9%	100.0%	
\$55,001 - \$75,000		Count	982	183	1165	
		Row %	84.3%	15.7%	100.0%	
\$75,001 - \$90,000		Count	816	87	903	
		Row %	90.4%	9.6%	100.0%	
\$90,001 - \$110,000		Count	623	55	678	
		Row %	91.9%	8.1%	100.0%	
\$110,001 - \$130,000		Count	237	4	241	
		Row %	98.3%	1.7%	100.0%	
\$130,001 or more		Count	129	3	132	
		Row %	97.7%	2.3%	100.0%	
Total		Count	3400	514	3914	
		Row %	86.9%	13.1%	100.0%	

QUESTION C9 (continued)

How much do you earn per annum? * Level of awareness * Year (continued)

Year			Level of awareness		Total
			Acceptable awareness	Unacceptable awareness	
2011	Less than \$40,000	Count	73	41	114
		Row %	64.0%	36.0%	100.0%
	\$40,000 - \$55,000	Count	186	66	252
		Row %	73.8%	26.2%	100.0%
	\$55,001 - \$75,000	Count	453	107	560
		Row %	80.9%	19.1%	100.0%
	\$75,001 - \$90,000	Count	361	76	437
		Row %	82.6%	17.4%	100.0%
	\$90,001 - \$110,000	Count	379	62	441
		Row %	85.9%	14.1%	100.0%
	\$110,001 - \$130,000	Count	147	15	162
		Row %	90.7%	9.3%	100.0%
	\$130,001 or more	Count	80	7	87
		Row %	92.0%	8.0%	100.0%
	Total	Count	1679	374	2053
		Row %	81.8%	18.2%	100.0%

2011 Data Only



QUESTION C9 (continued)

Number of scenarios correct

Year	How much do you earn per annum?	N	Minimum	Maximum	Mean	Std. Deviation
2009	Less than \$40,000	136	5	13	9.35	1.478
	\$40,000 - \$55,000	371	5	13	9.37	1.366
	\$55,001 - \$75,000	624	6	13	9.71	1.327
	\$75,001 - \$90,000	370	6	13	9.90	1.298
	\$90,001 - \$110,000	288	6	13	9.99	1.414
	\$110,001 - \$130,000	85	7	13	10.40	1.329
	\$130,001 or more	67	7	13	10.37	1.380
	Total	1941	5	13	9.75	1.384
2010	Less than \$40,000	221	4	13	8.85	1.663
	\$40,000 - \$55,000	574	4	13	8.83	1.774
	\$55,001 - \$75,000	1165	0	13	9.21	1.736
	\$75,001 - \$90,000	903	0	13	9.60	1.701
	\$90,001 - \$110,000	678	0	13	9.90	1.638
	\$110,001 - \$130,000	241	6	13	10.39	1.437
	\$130,001 or more	132	5	13	10.39	1.476
	Total	3914	0	13	9.46	1.750
2011	Less than \$40,000	114	3	12	8.21	1.792
	\$40,000 - \$55,000	252	4	13	8.59	1.669
	\$55,001 - \$75,000	560	5	13	8.95	1.617
	\$75,001 - \$90,000	437	4	13	9.08	1.691
	\$90,001 - \$110,000	441	4	13	9.42	1.673
	\$110,001 - \$130,000	162	5	13	9.65	1.635
	\$130,001 or more	87	5	13	9.76	1.628
	Total	2053	3	13	9.08	1.704
Total	Less than \$40,000	471	3	13	8.84	1.693
	\$40,000 - \$55,000	1197	4	13	8.95	1.660
	\$55,001 - \$75,000	2349	0	13	9.28	1.631
	\$75,001 - \$90,000	1710	0	13	9.53	1.644
	\$90,001 - \$110,000	1407	0	13	9.77	1.622
	\$110,001 - \$130,000	488	5	13	10.15	1.526
	\$130,001 or more	286	5	13	10.20	1.525
	Total	7908	0	13	9.43	1.672

QUESTION C9 (continued)

Qualitative Summary:

27% of respondents in 2011 indicated that they earn per annum between '**\$55,001 to \$75,000**', with other earnings indicated as:

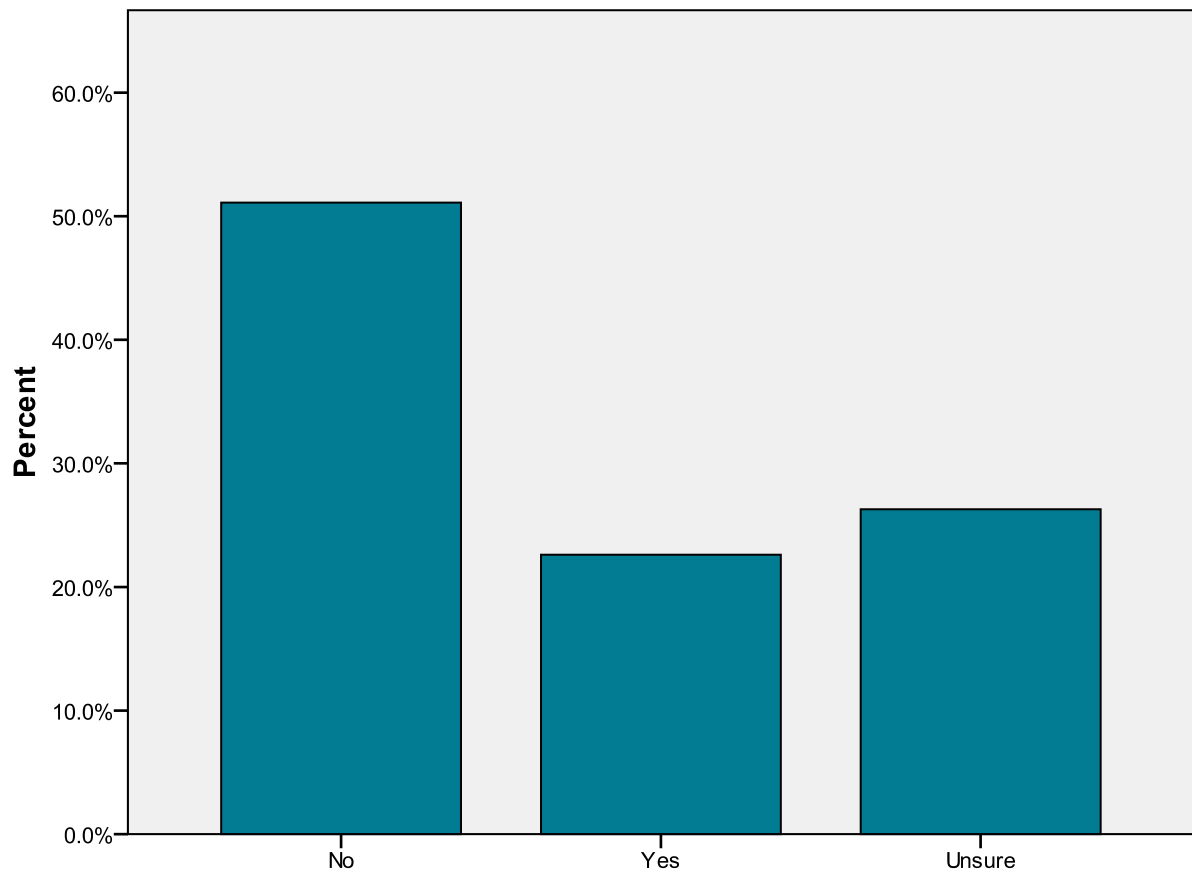
'Less than \$40,000'	6%
'\$40,000 to \$55,000'	12%
'\$75,001 to \$90,000'	21%
'\$90,001 to \$110,000'	22%
'\$110,001 to \$130,000'	8%
'\$130,001 or more'	4%

There was a gradual rise in '**Acceptable Awareness**' with rise in income level.

QUESTION C10

Did you participate in the previous Misconduct Awareness survey conducted in June 2010?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	1067	50.4	51.1	51.1
Yes	472	22.3	22.6	73.7
Unsure	549	25.9	26.3	100.0
Total	2088	98.5	100.0	
Left Blank	31	1.5		
Grand Total	2119	100.0		

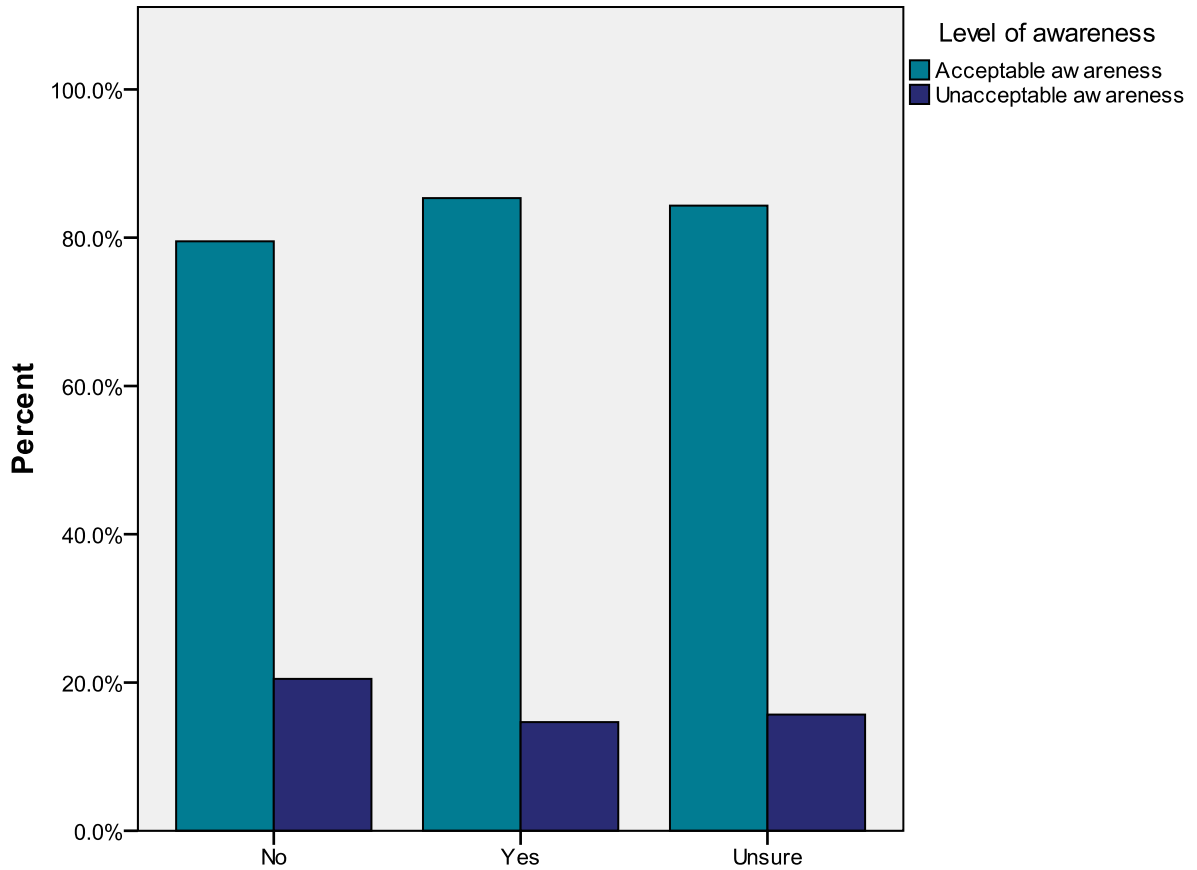


Did you participate in the previous Misconduct Awareness survey conducted in June 2010?

QUESTION C10 (continued)

Did you participate in the previous Misconduct Awareness survey conducted in June 2010? * Level of awareness

		Level of awareness		Total
		Acceptable awareness	Unacceptable awareness	
No	Count	846	218	1064
	Row %	79.5%	20.5%	100.0%
Yes	Count	402	69	471
	Row %	85.4%	14.6%	100.0%
Unsure	Count	457	85	542
	Row %	84.3%	15.7%	100.0%
Total	Count	1705	372	2077
	Row %	82.1%	17.9%	100.0%



Did you participate in the previous Misconduct Awareness survey conducted in June 2010?

QUESTION C10 (continued)

Number of scenarios correct

Did you participate in the previous Misconduct Awareness survey conducted in June 2010?	N	Minimum	Maximum	Mean	Std. Deviation
No	1064	3	13	8.94	1.680
Yes	471	5	13	9.28	1.732
Unsure	542	5	13	9.24	1.699
Total	2077	3	13	9.09	1.704

Qualitative Summary:

23% of respondents in 2011 indicated that they participated in the previous Misconduct Awareness survey conducted in June 2010.

Those that did take part last year achieved a slightly higher level of ***'Acceptable Awareness'***.

OVERALL CALCULATIONS FOR MEASURES

Year * Level of awareness

		Level of awareness		Total
		Acceptable awareness	Unacceptable awareness	
2009	Count	1892	115	2007
	Row %	94.3%	5.7%	100.0%
2010	Count	3516	539	4055
	Row %	86.7%	13.3%	100.0%
2011	Count	1730	378	2108
	Row %	82.1%	17.9%	100.0%
Total	Count	7138	1032	8170
	Row %	87.4%	12.6%	100.0%

Number of scenarios correct

Year	N	Minimum	Maximum	Mean	Std. Deviation
2009	2007	5	13	9.75	1.387
2010	4055	0	13	9.44	1.789
2011	2108	3	13	9.09	1.703
Total	8170	0	13	9.43	1.692

Qualitative Summary:

Overall level of **Awareness** of misconduct has decreased significantly from 94% in 2009 to 87% in 2010 to 82% in 2011.

This finding could in fact be due to a genuine decline in **Awareness**, however, it should be noted that the figures are not directly comparable as the scenarios were different for each survey and there was a greater degree of difficulty in some scenarios in 2010/2011.