Introduction



A Joint initiative of WorkSafe Victoria, the TAC and Monash University

#### Use of Information in Government Decision Making: making research more relevant to everyday practice

This survey is about how you use and how you think about use of information in your day to day work.

This information will help researchers better understand use of information in everyday practice and will inform and improve the way that they work and communicate with people in WorkSafe and the TAC.

There are 4 Parts to the survey: Part 1, <u>Use of Information</u>: Part 2, <u>Sources of Information</u>; Part 3, <u>Experience of Use of Information</u>; Part 4, <u>Demographics</u>.

This survey is completely confidential. The researchers are bound by Monash University Ethics to protect your privacy. The researchers will not disclose the names of anyone who completes this survey, at any time

**PLEASE NOTE**: You will be asked to provide your name. This is only for comparison purposes in the case that you complete this survey again in the future. This information must be kept completely confidential by the researchers and cannot be used for any other purpose, or shared with anyone, for any reason, at any time, including anyone in your organisation.

Thank you, your contribution is greatly appreciated Press >> to continue

A joint initiative of







## Part 1: Use of Information and Evidence

## **Definitions of Information Types:**

For easy reference to these definitions throughout the survey you can open the document attached to the email you received inviting you to participate.

**Internal Data and Reports** 

E.g. Information, data and statistics collected, analysed and reported internally such as claims data, treatment payments data, visits data, information and data collected in Fieldlink, ACCtion, Avanti, program/project/policy management reports etc., any data collected and reported through a data or research unit i.e. BPM or Business Intelligence, Social Research Unit, data collected from Agents, etc.

Policy, Legislation and Legal Information

E.g. The Act, Regulations, or policies and guidelines developed and/or administered by your organisation, or by other government, legal/court decisions, case law, industrial relations law, other legal documents and legal advice etc.

#### Medical/Clinical Evidence

E.g. Medical certificates, doctors certificates, evidence provided in medical reports and hospital notes, any

documentation provided by a GP, medical specialists, hospitals, pharmacies, etc.

### Experience/Expertise/Advice

E.g. Professional experience, expertise, advice and anecdote from people inside or external to your organisation, any information or advice you gain by asking questions and talking to people about your work like your colleagues, your manager, clinical panel members, stakeholders, technical specialists, experts, etc.

#### Academic Research Evidence

E.g. Peer reviewed journal articles, reports of academic/scientific research, academic conference abstracts and papers.

## **Information Collected Online**

I.e. NOT information/evidence that fits into the other categories. E.g. any other information/evidence you have got from the Internet. Online info can include; documents from your own organisation publicly available online, government documents, other organisations documents and websites, newsletters, any websites/webpages, etc.

## Thinking about the last 12 months...

# Which of the following types of information have you used in your work?

- Internal Data and Reports
- Policy, Legislation and Legal Information
- Medical/Clinical Evidence
- Experience/Expertise/Advice
- Academic Research Evidence
- Information Collected Online

#### Thinking about the last 12 months...

## How often have you used Internal Data and Reports in your work?

- Daily
- Weekly
- Monthly
- ුල Quarterly
- Yearly

#### Thinking about the last 12 months...

# How often have you used Policy, Legislation and Legal Information in your work?

- Daily
- رج Weekly
- Monthly
- Quarterly
- Yearly

#### Thinking about the last 12 months...

How often have you used Medical/Clinical Evidence in your work?

<ul> <li>○ Daily</li> <li>○ Weekly</li> <li>○ Quarterly</li> <li>○ Yearly</li> </ul> Thinking about the last 12 months How often have you used Experience/Expertise/Advice in your work? <ul> <li>○ Daily</li> <li>○ Weekly</li> <li>○ Monthly</li> <li>○ Quarterly</li> <li>○ Yearly</li> </ul> Thinking about the last 12 months
Monthly Quarterly Yearly  Thinking about the last 12 months  How often have you used Experience/Expertise/Advice in your work? Daily Weekly Monthly Quarterly Yearly
Quarterly Yearly  Thinking about the last 12 months  How often have you used Experience/Expertise/Advice in your work?  Daily  Weekly  Monthly  Quarterly  Yearly
Thinking about the last 12 months  How often have you used Experience/Expertise/Advice in your work?  Daily  Weekly  Monthly  Quarterly  Yearly
Thinking about the last 12 months  How often have you used Experience/Expertise/Advice in your work?  Daily  Weekly  Monthly  Quarterly  Yearly
How often have you used Experience/Expertise/Advice in your work?  Daily  Weekly  Monthly  Quarterly  Yearly
How often have you used Experience/Expertise/Advice in your work?  Daily  Weekly  Monthly  Quarterly  Yearly
O Daily  Weekly  Monthly  Quarterly  Yearly
Weekly Monthly Quarterly Yearly
Monthly Quarterly Yearly
Quarterly  Yearly
<u></u> Yearly
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Thinking about the last 12 months
Thinking about the last 12 months
Thinking about the last 12 months
How often have you used Academic Research Evidence in your work?
O Daily
O Weekly
Overtorly
O Quarterly
Yearly
Thinking about the last 12 months
How often have you used Information Collected Online in your work?
(b) Daily
○ Weekly
⊕ Montly ·
O Quarterly
**Yearly

## Broadly, there are three main ways people use information in their work:

#### Use 1

To act on the information/evidence in specific and direct ways: i.e. often documented use. E.g. to inform development or review of a document such as a project plan, policy, business case, executive brief; to inform writing of project reports, or other reports, or presentations etc.

### Use 2

To support, or argue, for certain positions or plans of action: i.e. usually not documented but for a specific use. E.g. using information to influence in meetings and committees, or to influence discussion and decision making in your team, or with your manager/staff, or with internal and external stakeholders, etc.

Use 3 To inform, indirectly or generally, your understanding of an issue: i.e. usually not documented, and not for a specific use. E.g. to understand more about the content area you are working in, etc.
Still thinking about the last 12 months…
How did you use Internal Data and Reports in your work?
Please <u>rank</u> the three uses of information by dragging and dropping; from main use of Policy and Legislation (rank as 1) to least (rank as 3).
Please note: To keep the ranking as is (i.e keep 1,2,3 as you see it), you will still need to drag and drop (i.e. move it out of order then back again).
Act on the information/evidence in specific and direct ways (documented use)
Inform, generally or indirectly, understanding of an issue (not documented, not for a specific use)
Support, or argue, for certain positions or plans of action (not documented, but for a specific use)
Still thinking about the last 12 months
How did you use Policy, Legislation and Legal Information in your work?
Please <u>rank</u> the three uses of information; from main use of Policy and Legislation (rank as 1) to least (rank as 3).
Please note: To keep the ranking as is (i.e keep 1,2,3 as you see it), you will still need to drag and drop (i.e. move it out of order then back again).
To act on the information/evidence in specific and direct ways (documented use)
To inform, generally or indirectly, understanding of an issue (not documented, not for a specific purpose)
To support, or argue, for certain positions or plans of action (not documented, but for a specific purpose)
Still thinking about the last 12 months
How did you use Medical/Clinical Evidence in your work?
Please <u>rank</u> the three uses of information; from main use of Medical/Clinical Evidence (rank as 1) to least (rank as 3).
Please note: To keep the ranking as is (i.e keep 1,2,3 as you see it), you will still need to drag and drop (i.e. move it out of order then back again).
To act on the information/evidence in specific and direct ways (documented use)
To inform, generally or indirectly, understanding of an issue (not documented, not for a specific purpose)
To support, or argue, for certain positions or plans of action (not documented, but for a specific purpose)

Still thinking about the last 12 months...

boxes as relevant Your manager

How did you use Experience/Expertise/Advice in your work?
Please <u>rank</u> the three uses of information; from main use of Experience/Expertise/Advice (rank as 1) to least (rank as 3).
<b>Please note:</b> To keep the ranking as is (i.e keep 1,2,3 as you see it), you will still need to drag and drop (i.e. move it out of order then back again).
To act on the information/evidence in specific and direct ways (documented use)
To inform, generally or indirectly, understanding of an issue (not documented, not for a specific purpose)
To support, or argue, for certain positions or plans of action (not documented, but for a specific purpose)
Still thinking about the last 12 months
How did you use Academic Research Evidence in your work?
Please <u>rank</u> the three uses of information; from main use of Academic Research Evidence (rank as 1) to least (rank as 3).
<b>Please note:</b> To keep the ranking as is (i.e keep 1,2,3 as you see it), you will still need to drag and drop (i.e. move it out of order then back again).
To act on the information/evidence in specific and direct ways (documented use)
To inform, generally or indirectly, understanding of an issue (not documented, not for a specific purpose)
To support, or argue, for certain positions or plans of action (not documented, but for a specific purpose)
Still thinking about the last 12 months
How did you use Information Collected Online in your work?
Please <u>rank</u> the three uses of information; from main use of Information Collected Online (rank as 1) to least (rank as 3).
<b>Please note:</b> To keep the ranking as is (i.e keep 1,2,3 as you see it), you will still need to drag and drop (i.e. move it out of order then back again).
To act on the information/evidence in specific and direct ways (documented use)
To inform, generally or indirectly, understanding of an issue (not documented, not for a specific purpose)
To support, or argue, for certain positions or plans of action (not documented, but for a specific purpose)
art 2: Sourcing Information and Evidence
Thinking about the last 12 months

Who did you speak with to gather Experience/Expertise/Advice to inform your work? Please tick as many

	Other internal managers	
E**	Internal subject matter experts (someone in your organisation that is an expert/specialist)	
	Internal colleagues (other people you know who work in your organisation)	
32.	External colleagues (people you know who work in similar organisations)	
[	Employer groups/association members	
E.	Industry group/association members	
	Health care providers	
E	Agents	
	Academics	
1.7	Lawyers	
1000	Family and friends	
	Consultants	
1	Other	
Ple	ase describe how you gathered Experience/Expertise/Advice to inform your work in the last 12 months?	
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		a — Luke Vices
Wh	ere did you obtain the academic research evidence you used in your work in the last 12 months?	, an ingress words
Wh Ple	nere did you obtain the <u>academic research evidence</u> you used in your work in the last 12 months?  Pase tick as many boxes as relevant	s — ijas Yiras I
Wh Ple	ase tick as many boxes as relevant Internal library	s — 1186 Yers
Wh Ple	ase tick as many boxes as relevant Internal library Online/internet	n — Lagor Micely
Ple	Internal library Online/internat Internal peers/experts	
	Internal library Online/internet Internal peers/experts External peers/experts/stakeholders	n — Transie Wilder
Ple	Internal library Online/internat Internal peers/experts External peers/experts/stakeholders Public, state or government library/database	
	Internal library Online/internet Internal peers/experts External peers/experts/stakeholders Public, state or government library/database Academic experts directly	
	Internal library Online/internet Internal peers/experts External peers/experts/stakeholders Public, state or government library/database Academic experts directly University library/database	e cale vers
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Please describe how you obtained Academic Research Evidence from academics directly? E.g. would you phone them, email them, invite them to meet with you etc.

<b>.</b> €.
▼ ·
Please describe how you have accessed Academic Research Evidence?
*
: ▼
Do you look at the websites of similar organisations nationally and internationally to inform your work?
never
© Rarely
Sometimes Sometimes
Often Often
All of the Time
Thinking about your work in the last 12 months
Have you? Please tick as many boxes as relevant
Attended forums/presentations to hear about research findings
Attended industry forums/presentations
Invited researchers to give a research perspective in an area of policy development
Invited stakeholders (unions, employers groups, provider groups, agents) to give an industry perspective in an area of policy development
Invited researchers to be an active member of a policy development committee
Regularly used research contacts as a sounding board for policy work
Contracted a research group or individual to conduct a research review or study?
Contracted a consultancy company to conduct a research review or study?
I have not been involved in any of the above
14/1 of a conduct respectively. The second conduct respectively
What prompted you to contract a university or academic to conduct research?
<del>-</del>
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What promoted you to contract a consultancy company to conduct a research?
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Qualtrics Survey Software

Experience/Expertise/Advice

Academic Research Evidence

Information collected online

In the last 12 months have you participated in an Academic Research project?  Yes  No  No  No  No  No  No  No  No  No  N	viy [	reason for attending an i	naustry conterence/	oresentation was		······································
n the last 12 months have you participated in an Academic Research project?  Yes  No  No  No  No  No  No  No  No  No  N						
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n the last 12 months have you participated in an Academic Research project?  Yes  No  No  No  No  No  No  No  No  No  N						ar i i manin melkari melkari menelkari kerildir. Edi abrah 11 f
n the last 12 months have you participated in an Academic Research project?  Yes  No  No  No  No  No  Row did you participate in Academic Research? Please tick as many boxes as relevant Acted in an advisory capacity to a research team  Discussed setting of research questions  Collaborated on development of a competitive research grant Active member of a research team  Collaborated on analysis or writing up of results  Co-authored research publication  Assisted in disseminating results	Луг					
n the last 12 months have you participated in an Academic Research project?  Yes  No  No  No  No  No  No  No  No  No  N	h. P Promo Me acons	reconnection to the contract of the second of the contract of	to MINE UNITED AND INTERPRETATION CONTINUES AND AND CONTINUES AND AND CONTINUES AND AND CONTINUES AN	менения на применения на прим	макон «Монконическо опологоми» ополу алемента мужетуу мен муни. Тул, церулуунун му	tot. Montalitien kentrel Herodrecht och annannen omne er navningen er geven kann.
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No						
No	n th	ne last 12 months have	you participated in	ı an Academic Resear	ch project?	
Acted in an advisory capacity to a research team  Discussed setting of research questions  Collaborated on development of a competitive research grant  Active member of a research team  Collaborated on analysis or writing up of results  Co-authored research publication  Assisted in disseminating results	(°)	Yes				
Acted in an advisory capacity to a research team  Discussed setting of research questions  Collaborated on development of a competitive research grant  Active member of a research team  Collaborated on analysis or writing up of results  Co-authored research publication  Assisted in disseminating results	O	No				
Acted in an advisory capacity to a research team  Discussed setting of research questions  Collaborated on development of a competitive research grant  Active member of a research team  Collaborated on analysis or writing up of results  Co-authored research publication  Assisted in disseminating results	,,	THE STATE OF THE S	Motes d'addition annual	The same of the sa	Vertical Control of the Control of t	
Acted in an advisory capacity to a research team  Discussed setting of research questions  Collaborated on development of a competitive research grant  Active member of a research team  Collaborated on analysis or writing up of results  Co-authored research publication  Assisted in disseminating results	łow	ı did vou narticinato in	Academie Deceare	.h? Dlagge tiek as man	v hovos as rolovan	
Discussed setting of research questions  Collaborated on development of a competitive research grant  Active member of a research team  Collaborated on analysis or writing up of results  Co-authored research publication  Assisted in disseminating results	.ow			itt i idase <b>tick</b> as illali	y wuxes as refevall	t
Collaborated on development of a competitive research grant Active member of a research team Collaborated on analysis or writing up of results Co-authored research publication Assisted in disseminating results	m					
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Collaborated on analysis or writing up of results  Co-authored research publication  Assisted in disseminating results						
Co-authored research publication Assisted in disseminating results						
Assisted in disseminating results				•		
		•				
What was the name of the organisation AND/OR academics you worked with on research?	FI	er jame gaj sakkan karasa sakkan kara karasa saka saka karasa saka karasa karasa karasa karasa karasa karasa k	PAGENT CHANGE SON SON CONTROL OF THE SON	. pp propaga pro a popular de region e de servicio de desirio de depode a Walion de consistencia pro esta	there is also the display appearance to be presented in the contract of the co	non manifestation ( de la company) a company de la participation de la company de la c
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		Experience of osc of a	mornia don			
3: Experience of Use of Information				y. <b>≠</b>		
	low	would you rate your s		=		=
low would you rate your skill level for using the following types of information to inform your work?				10 × × 11 3 × × 11 3 × × × × × × × × × × ×		
low would you rate your skill level for using the following types of information to inform your work?  Low Medium High Very High		101 I 3010 000 Danada		P □ 1	Ø.3	20.07
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low would you rate your skill level for using the following types of information to inform your work?  Low Medium High Very High	olicy	y, Legislation and Legal		-	-	-

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How easy	or difficult is it for	you to accome the	following types	of information	for vour work?
now easy	or unificult is it for	you to access the	tollowing types (	or information	tor vour work <i>?</i>

	Very Difficult	Difficult	Somewhat Difficult	Somewhat Easy	Easy	Very Easy
Internal Data and Reports	0	Ø	Ø	Ø	O	Õ
Policy, Legislation and Legal Information	0	0	Ø	<b>©</b>	Ø	0
Medical/Clinical Evidence	0	O	0	0	0	O
Experience/Expertise/Advice	0	O	6	(5)	0	O
Academic Research Evidence	0	0	O	Ō	Ø	Ø
Information Collected Online	0	0	0	0	Ø	<b>O</b>

# Do you think there is a need to increase use of the following types of information to inform decision-making in your work?

	Yes	No	In some instances	Not sure
Internal Data and Reports	0	0	0	0
Policy, Legislation and Legal Information	0	Ø	0	O
Medical/Clinical Evidence	0	0	0	O
Experience/Expertise/Advice	<b>O</b>	0	O	0
Academic Research Evidence	<b>(</b> )	0	0	O
Information Collected Online	ð	0	0	0

# How <u>relevant</u> are the following types of information to your work priorities, issues, focus, etc.?

	Very Relevant	Relevant	Somewhat Relevant	Not Relevant
Internal Data and Reports	0	Ø	0	O
Policy, Legislation and Legal Information	<b>(*)</b>	0	O	0
Medical/Clinical Evidence	0	0	<b>(</b> )	0
Experience/Expertise/Advice	O	<i>(</i> )	<b>(</b> )	0
Academic Research Evidence	O	0	0	0
Information Collected Online	0	0	0	0

# How easy or difficult is it to use, or apply, Internal Data and Reports to inform your work?

125	Verv	Difficult
6	VCIY	

Difficult

Somewhat Difficult

Somewhat Easy

Easy

Very Easy

How easy or difficult is it to use, or apply, Policy, Legislation and Legal Information to inform your

now	k?
O	Very Difficult
0	Difficult
Ö	Somewhat Difficult
0	Somewhat Easy
O	Easy
O	Very Easy
Llav	easy or difficult is it to use, or apply, Medical/Clinical Evidence to inform your work?
nov «°>	Very Difficult
0	Difficult
(i)	Somewhat Difficult
(*)	Somewhat Easy
<u></u>	Easy
ල	Very Easy
	easy or difficult is it to use, or apply, Experience/Expertise/Advice to inform your work?
0	Very Difficult
(*)	Difficult
()	Somewhat Difficult
$\langle \rangle$	Somewhat Easy
0	Easy
Ö	Very Easy
Hov	easy or difficult is it to use, or apply, Academic Research Evidence to inform your work?
0	Very Difficult
0	Difficult
0	Somewhat Difficult
(°)	Somewhat Easy
€")	Easy
O	Very Easy
Uas	easy or difficult is it to use, or apply, Information Collected Online to inform your work?
ПОV	Very Difficult
(O)	Difficult
0	Somewhat Difficult
- O	Somewhat Easy
O	Easy
***	·

் Very Easy								
		Market (Market			VVEZ WHOLEST HERICAN HISERIAN IN			
Do y	ou think use of the follow	ing types of inforn		n your work?				
	15.	Yes	No	In some instances	Not sure			
	al Data and Reports	♦	Ű	<b>*</b>	0			
	, Legislation and Legal nation	€	0	0	0			
Medic	al/Clinical Evidence	0	0	0	0			
xper	ience/Expertise/Advice	٥	0	0	Ō			
Acade	emic Research Evidence	0	0	6)	Õ			
nform	nation Collected Online	Ó	O	0	O			
s m	th of the following barrier any boxes as relevant Lack of time to use research evice.	-	ic Research Evid	dence have you experier	iced? Please ticl			
C	Lack of access to research evide							
k	Research not relevant to needs							
E5	Research delivery not available in time to address needs							
ii	Poor verbal communication of research findings							
L	Poor visual presentation of research findings							
لبسنا	Lack of training in how to assess research evidence							
I	Workplace culture unsupportive of using academic research							
فسنة	Competing interests affecting capacity to use academic research							
Louis	Lack of interaction or collaboration with researchers on a project							
IJ	Eack of actionable messages/recommendations in written reports and summaries							
	Lack of clear summary of resear	ch findings	·					
E3	x I have never experienced these barriers to use of academic research evidence							
		,	00s 1 (1 s of 1 (160° 161 (66) 1° 1941 (61 166) (11) 16(6) (11) 164	MM 1 · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·			
Which of the following facilitators to use of Academic Research Evidence have you experienced? Please tick as many boxes as relevant								
	Training in how to assess the qu	ality of research evidenc	æ					
0	Clear summaries of research find	lings						
	Actionable message/recommend	ations in written reports	and summaries					
	Fraining in where and how to acc	ess research evidence						
	Face to face meetings with acad	emics about research pl	anning and progress					
	Research tailored to identified ne	eds						
F7.	Management support for use of a	cademic research evide	ence					
	Face to face meetings with academics about research findings							
	Networks or relationships with academics or academic institutions/organisations							
	x I have never experienced these facilitators to use of academic research evidence							

Internal Data and Reports
Policy, Legislation and Legal Information
Medical/Clinical Evidence
Experience/Expertise/Advice
Academic Research Evidence

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		to upo the fo	Howing types of
Are there internal prompts or propertion in your work?	processes that remind o	r require you to use the lo	nowing types of
: 	Yes	No	Not sure
nternal Data and Reports	0	♦	0
Policy, Legislation and Legal information	0	O	0
ledical/Clinical Evidence	0	O	<b>(</b> )
xperience/Expertise/Advice	Ø	Ð	O
cademic Research Evidence	Ø	0	O
nformation Collected Online	0	0	<b>(</b> )
lease describe the internal p	rompts or processes tha	t remind you to use Acade	emic Research Evidenc
			<u>^</u>
			▼
· IIII 1845 in famorinamentementementementementementementemen	non-months (p) approximation of the field of	T. Hill II Milliolofed consists come among the a Hybridgi Hill Interdecess	
oes management encourage	or require you to use th	e following types of inform	nation in your work?
1	Regularly	Sometimes	Never
nternal Data and Reports	0	$\bigcirc$	Ö
olicy, Legislation and Legal  formation	<b>⊙</b>	O	<b>(2)</b>
fedical/Clinical Evidence	0	0	Ö
xperience/Expertise/Advice	0	0	O
cademic Research Evidence	Ö	0	O
nformation Collected Online	0	0	0
o la dibibil (Paparamaniano ) i sa anno ana colabel (MM) PMPUPA) communicationale	alata Mic (pripagon no someonomi) tahi Marija (someonomi) dali	Makak (HIRMA ) ( ) (FI) (FI) (FI) (FI) (FI) (FI) (FI	opportunities and the second s
nographics			
	÷		
Ve collect demographic infor	mation hecause it is imn	ortant in analysing, under	standing, explaining an
lescribing the survey findings	5.	••••••••••••••••••••••••••••••••••••••	
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Please provide your first name	e and surname (e.g. Bob	Smith)	
			ero. This information will be
This will only be used to compar tept completely confidential. On	ly the researchers leading	this project will see this info	rmation and cannot, as
·	share this information wit	th anyone else, including an	yone in your organisation
equired by Ethics requirements or use it for any other purpose.	, onare une intermation in	,,	

In the case that you win the iPad and do not want to be contacted on your work email/phone please provide other contact info below					
Clarate indicate whather you work are applicable to Mark Cofe as the TAC					
Please indicate whether you work are employed by WorkSafe or the TAC					
© TAC					
Please indicate your role level, as described below					
Non-manager - I do not manage people					
Manager - I manage people					
Senior Manager - I manage managers					
Role Focus: (Please tick the option that is <u>most</u> relevant to your work; i.e. even if you do a little of each please indicate the type of work that you are <u>mostly</u> involved in on a day to day basis)					
Program/Projects - My work mainly involves strategy and program and project planning, management, evaluation, and/or mainly program and projects support, tasks supporting program and projects etc. E.g Project Managers, Project Officers, Evaluation Officers, Business Consultants, Data Analysts, Actuaries, Communications, Marketing etc.					
Policy/Legal - My work mainly involves the development and/or review of policy, or legal inforration. E.g. Policy Officers, Lawyers and other Legal staff, etc.					
Operational - My work mainly involves the implementation or delivery of strategy, policy, programs or projects, or tasks that support policy, programs or project implementation and strategic operations. E.g. TAC claims managers, TAC Claims Support, WorkSafe Inspectors, Technical Specialists, Agent relations, Health Provider relations etc.					
Administration/Assistance - My work mainly involves office and business administration, executive assistance or administrative assistance etc. E.g. Admin Officer, Executive Assistant					
What area of the business are you from? e.g. HSG, Prevention Strategy, etc.					
Please indicate your age					
(b) 18 - 25 yrs					
⊘ 26 - 35 yrs					
⊘ 36 - 45 yrs					
👸 46 - 55 yrs					
⊙ 56 - 65 yrs					
65+ yrs					
Please indicate your gender					
Male					
© Female					

( Other	
Please indicate the highest level of education completed:	
(2) High school	
O Certificate/diploma	
Undergraduate degree	
Post-graduate degree (Masters, PhD, MD)	
What area or discipline was your undergraduate or postgraduate degree?	
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	*
Please briefly describe your professional background? Please describe types of business/business areas you have worked in	the types of roles you have had or
	<b>A</b> . :
	. <b>T</b>
Please indicate how long you have been employed by WorkSafe /TAC:  Less than 1 yr  1 - 5 yrs  6 - 10 yrs  11- 15 yrs  16 - 20 yrs  20+ yrs	
Please indicate how long you have been in your current role?  © Less than 1 yr	
⊕ 1 - 5 yrs	
ල 6 - 10 yrs	
(5) 11 - 15 yrs	
ල 16 - 20 yrs	
© 20+ yrs	
Please indicate how long you have been in government/public sector roles?	
© Less than 1 yr	
ტ 1-5 yrs	

⊖ 6 - 10 yrs						
11 - 15 yrs						
) 16 - 20 yrs						
⊘ 20+ yrs						
Thank you so much for taking the time to complete this survey, Your contribution is important and highly valued						
If you have anything at all to add or share, or have a do so below. Thanks!	ny further comments or reflections, please					
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