

PUBLIC SECTOR COMMISSION — PSYCHOLOGICALLY SAFE AND INCLUSIVE WORKPLACES

202. Ms M.J. Davies to the Minister for Public Sector Management:

I refer to the Public Sector Commission (PSC) document titled ‘Creating safe workplaces for everyone’ and ask:

- (a) Was this created internally or was this contracted to a firm to produce;
- (b) What was the cost to the PSC;
- (c) How were departments notified of the policy;
- (d) Was any training offered to the departments to implement this policy;
- (e) Please provide any direction, policy or requirement issued for departments to utilise the resources through this program;
- (f) Referring to the website ‘Psychologically safe and inclusive workplaces’ (<https://www.wa.gov.au/government/multi-step-guides/psychologically-safe-and-inclusive-workplaces>):
 - (i) For each of the following please detail how many times these resources have been accessed:
 - (A) Action card for staff;
 - (B) Action card for human resources teams;
 - (C) Action card for leaders and managers;
 - (D) Action card for agencies;
 - (E) Language matters;
 - (F) 12 great ideas to create a psychologically safe workplace;
 - (G) Learning resources and tools; and
 - (H) Mapping actions to the action plans;
 - (ii) The number of interactions with the ‘workforceanddiversity@psc.wa.gov.au’ email address and the dates of those interactions;
 - (iii) Whether the issues raised via (f)(ii) were resolved or still remain outstanding; and
 - (iv) The length of time in days before issues were resolved or if not resolved, how many days they remain outstanding;
- (g) Who within the PSC is responsible for delivering the policy; and
- (h) Who within the PSC is responsible for measuring the outcomes of this policy?

Mr M. McGowan replied:

- (a) The guide was developed by the Public Sector Commission with Edith Cowan University contracted to undertake research.
- (b) The contract value for the research was \$32,879 plus GST.
- (c)–(e) The guide is not a policy but rather a guide developed to assist agencies should they choose to use it. Given its use is optional, no training has been offered. The Commission made it available to Chief Executive Officers via CEO Gateway message. A news story was also published on WA.gov.au and information posted on LinkedIn.
- (f)
 - (i) From 8 April to 9 August 2021, the number of page views were:
 - (A) 440
 - (B) 245
 - (C) 250
 - (D) 151
 - (E) 220
 - (F) 353
 - (G) 261
 - (H) 160

- (ii) This email address is used for all enquiries related to workforce planning and diversity. 5 emails specific to the guide have been received, only 2 of which contained queries. Interactions occurred on 9 April 2021, 13 April 2021, 21 April 2021, 13 May 2021, 21 May 2021.
- (iii)–(iv) The 2 queries were resolved by close of business the following day.
- (g)–(h) Refer to (c)–(e).