

***Whistling While They Work 2:
Improving managerial responses to whistleblowing in public and private sector organisations***

SELECT WORK-IN-PROGRESS RESULTS:

**WORKPLACE EXPERIENCES & RELATIONSHIPS QUESTIONNAIRE (WERQ) 2017
13 September 2017**

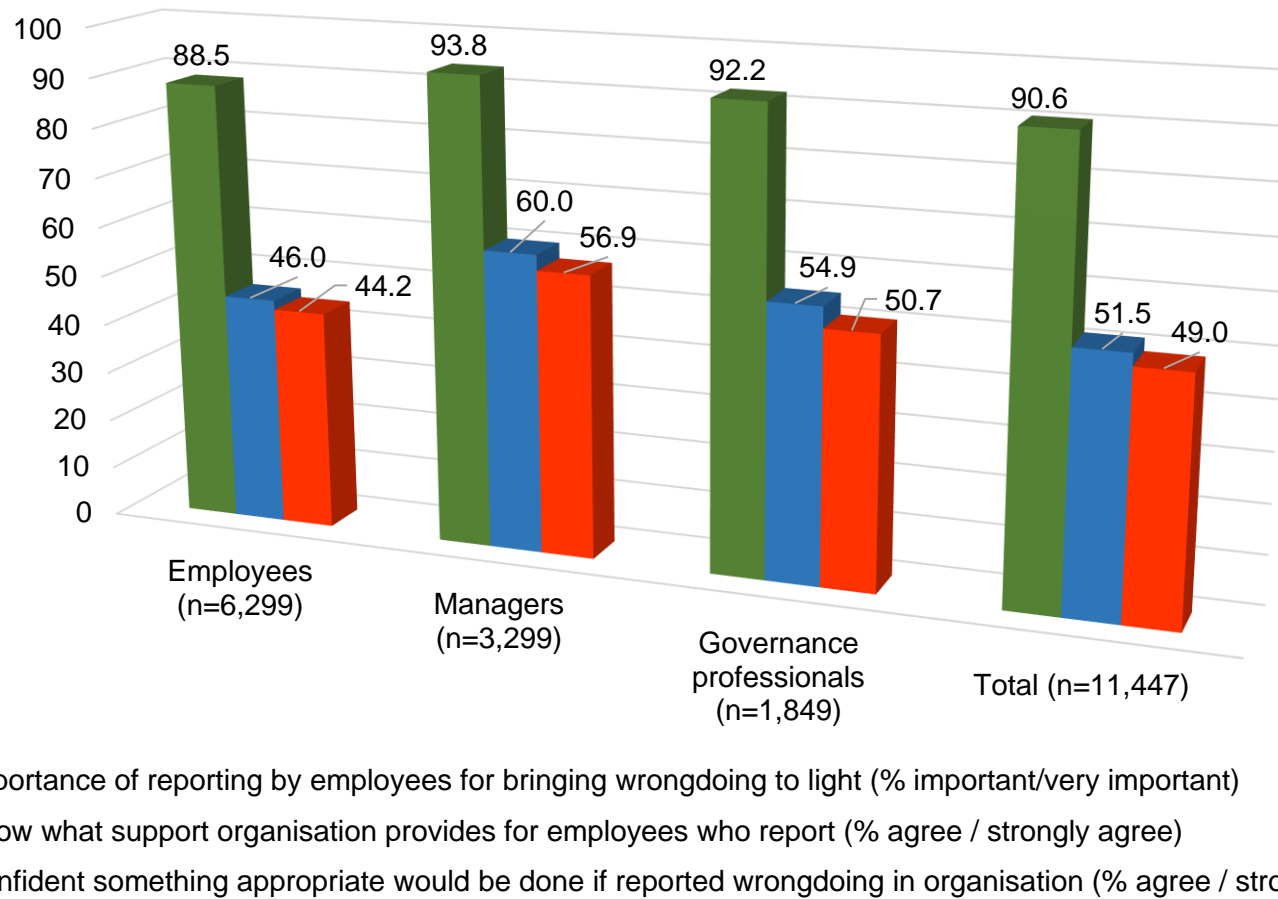
Details of the dataset:

- 12,317 individual respondents – employees, managers and governance professionals – from 38 Australian & New Zealand organisations to date (public, private/not-for-profit)
- 55% employees (non-managerial), 29% managers, 16% governance professionals (internal audit etc)
- Approx 32% with experience of having reported wrongdoing within or by their current or previous organisation
- Average number of respondents per organisation: 390 (smallest: 10; largest >4,000).
- Data collection via Griffith University's online Workplace Experiences & Relationship Questionnaire (WERQ)
- Results below include data collected between February and August 2017.
- 11,431-11,485 individual respondents in the results below
- Data collection ongoing (further organisations welcome to participate).

For details on the project, previous reports, research team and partner organisations:

www.whistlingwhiletheywork.edu.au

Importance of whistleblowing versus confidence in whistleblowing processes
in 38 Australian & New Zealand organisations (to date/work in progress)



D4. In your own view, how important do you believe each of the following is for bringing to light wrongdoing in or by your organisation?
1 = Not important – 5 = Very important

Present Role		Routine internal controls	Internal audits and reviews	Management observation	Client, public or contractor complaints	Reporting by employees	External investigations or audits	Accidental discovery
Rank		=2	3	=2	4	1	5	6
Employees	Mean	4.16	4.15	4.14	4.06	4.27	4.04	3.80
	SD	.810	.824	.846	.841	.751	.874	.980
	N	6301	6303	6298	6290	6299	6302	6294
Managers	Mean	4.29	4.19	4.36	4.13	4.44	4.05	3.82
	SD	.733	.814	.726	.821	.658	.875	1.000
	N	3302	3299	3295	3295	3298	3300	3300
Governance professionals	Mean	4.27	4.26	4.25	4.15	4.38	4.14	3.87
	SD	.755	.748	.766	.800	.689	.826	.981
	N	1846	1851	1847	1846	1849	1848	1847
Total	Mean	4.22	4.18	4.22	4.10	4.34	4.06	3.82
	SD	.782	.810	.806	.829	.719	.868	.986
	N	11449	11453	11440	11431	11446	11450	11441

Reporting by employees	Employees	Managers	Governance professionals	Total	
Not important	32 0.5%	11 0.3%	5 0.3%	0.4%	48
A little	136 2.2%	23 0.7%	26 1.4%	1.6%	185
Somewhat important	556 8.8%	171 5.2%	113 6.1%	7.3%	840
Important	2950 46.8%	1384 42.0%	825 44.6%	45.1%	5159
Very important	2625 41.7%	1710 51.8%	880 47.6%	45.6%	5215
Subtotal important / very important	88.5%	93.8%	92.2%	90.6%	
Total	6299	3299	1849		11447
Percentage	55.0%	28.8%	16.2%	100%	

D1. How much do you agree or disagree with each of the following?

I know what support my organisation provides for employees who report alleged wrongdoing.

	Employees	Managers	Governance professionals	Total	
Strongly Disagree	7.4%	3.2%	3.8%	5.6%	645
Disagree	22.5%	17.4%	19.9%	20.6%	2365
Neither agree nor disagree	24.1%	19.4%	21.5%	22.3%	2562
Agree	34.3%	40.1%	37.6%	36.5%	4194
Strongly agree	11.7%	19.9%	17.3%	15.0%	1719
Subtotal agree	46.0%	60.0%	54.9%	51.5%	
Subtotal remainder	54.0%	40.0%	45.1%	48.5%	
Total	6328	3306	1851		11485
Percentage	55.1%	28.8%	16.1%	100%	

If I reported wrongdoing to someone in my organisation, I am confident something appropriate would be done about it.

	Employees	Managers	Governance professionals	Total	
Strongly Disagree	11.5%	6.5%	8.7%	9.6%	1106
Disagree	17.5%	13.8%	15.7%	16.1%	1850
Neither agree nor disagree	26.9%	22.2%	24.9%	25.2%	2894
Agree	33.3%	39.8%	36.3%	35.6%	4091
Strongly agree	10.9%	17.1%	14.4%	13.4%	1539
Subtotal agree	44.2%	56.9%	50.7%	49.0%	
Subtotal remainder	55.8%	43.1%	49.3%	51.0%	
Total	6324	3305	1851		11480
Percentage	55.1%	28.8%	16.1%	100%	