



Frequently Asked Questions

About the Survey

What is the purpose of the survey?

The Commonwealth Parliamentary Workplace Survey aims to gain a better understanding of the culture, behaviours and experiences of people working in and around Parliament.

Who is conducting the survey?

This survey is a responsibility of PWSS under the Parliamentary Workplace Support Service Act 2023 (PWSS Act).

Why is my feedback important?

Your input helps paint an honest picture of how people experience Commonwealth Parliamentary Workplaces (CPW). Your participation also helps us understand how the workplace is changing over time and whether efforts to improve culture are having an effect.

I did the survey last year. Why am I being asked to complete the survey again?

Workplace culture changes over time. Annual surveys help PWSS track trends, understand whether workplace experiences are improving and identify areas that may require further attention.

How will the results be used?

The results will inform reporting under the PWSS Act and help identify strengths, emerging issues and opportunities to improve workplace culture in CPWs. The results will build on the shared evidence base established by the first survey to support the Parliament's ongoing consideration of workplace culture, safety and performance.

Will the results be made public?

Survey results will be analysed and reported on in an aggregated form to protect individual privacy. Findings from the survey will inform the annual Commonwealth Parliamentary Workplace Report. Reporting will not identify individual respondents. To see how your responses will help inform the report, please see the [2025 report](#).

Why is the PWSS surveying parliamentary employees about workplace culture?

The survey will help us to understand how staff experience their work environment, beyond the data that is gathered through other channels such as calls to the PWSS and complaints to the IPSC. This information will allow us to identify risks and issues, support improvement in workplace culture, and promote integrity and accountability in CPWs by engaging transparently with feedback and responding to employee voices.

Why does the survey focus on certain topics like leadership, communication, power, and trust?

The PWSS has a legislated responsibility to report on the culture of CPWs. International research on measuring workplace culture identifies the following factors as being relevant dimensions of workplace culture: trust, leadership behaviours, communication, power dynamics, inclusion and diversity, and ethics and norms. The survey is designed to measure CPW employees' views of these.

Is this survey being conducted in response to a particular incident or concern?

No. The survey contributes to the Commonwealth Parliamentary Workplace Report, which over time will deliver a system-wide picture of Australia's parliamentary workplaces. This legacy of transparency will help parliamentarians and their staff, as well as the broader community, build trust and confidence in the safety of Australia's parliamentary workplaces and mean that we will attract and retain the best people to work here. This information will also help us identify and address cultural patterns and structural areas that may need change for continued excellence, or for improvement.

Confidentiality and anonymity

Is the survey anonymous?

Yes. Your name and identifying information will not be attached to your answers.

Will my responses be confidential?

Yes. Your answers will be securely stored and only reported in summary form.

Can my manager or Parliamentarian see my individual answers?

No. Your individual answers will not be shared.

Who can see my response?

Only the PWSS Data Analytics team will handle the raw data. While some diversity data is collected, responses are anonymised and results are only reported in ways that protect individual identities—even in small teams and unique roles.

Can I be identified?

No. The survey is designed to prevent individuals from being identified, even in small teams or unique roles.

How is my data protected?

Data is stored securely and all results are reported in a way that protects individual privacy. More information can be found in the [PWSS Privacy Policy](#).

Survey content and participation

What kinds of questions will be asked?

The survey asks questions about your perceptions and experiences of the parliamentary workplace. You'll be asked how you see things like leadership, communication, fairness, inclusion, and how people treat each other at work.

How long will the survey take to complete?

Depending on how much detail you provide, the survey should take no more than 9 minutes to complete.

Is participation mandatory?

No, but it is strongly encouraged. The more people who participate, the more accurate and useful the results will be.

Can I skip questions or stop partway through?

Yes. You can skip any question. You can also stop and return later if needed.

Timing and access

When will the survey be available?

The survey will open on 16 November and close three weeks later, on 4 December 2026.

How do I access the survey?

A survey link will be sent to your work email address with instructions on how to complete the survey.

Can I complete the survey on my phone or at home?

Yes. The survey can be completed on any device.

What if I have trouble accessing the survey?

If you have trouble or any questions about the survey, contact CultureSurvey@PWSS.gov.au for assistance.

What if I have not received a survey invitation email?

If you haven't received an email with the survey link by 18 November, first check your junk or spam folder. If it's not there, contact the PWSS team at CultureSurvey@PWSS.gov.au so they can help you access the survey.

Can I share my link with someone else if they do not have one?

No. Each link is unique and cannot be shared with others.

Results and follow-up

When will the results be shared?

The report will be presented to each House of Parliament by the Presiding officers in 2027 with the survey results summary and analysis. All participants will have access to read this report which will also be published by the PWSS and available on our website after it has been presented to both Houses.

Who will see the results?

Summary results will be included in the PWSS report. No individual responses or identifying information will be shared.

What happened as a result of last year's survey?

The inaugural Commonwealth Parliamentary Workplace Culture Survey in 2025 provided important insights into workplace culture across CPWs and informed the Commonwealth Parliamentary Workplace Report 2025. Conducting the survey annually allows PWSS to understand how workplace culture is changing over time, identify emerging issues and assess whether improvement efforts are making a difference.