

Frequently Asked Questions (FAQ)

The Australian Workplace RAP Barometer (WRB)

About the Workplace RAP Barometer (WRB)

The Workplace RAP Barometer (WRB) is a survey to monitor reconciliation at the workplace level and in organisations with a Reconciliation Action Plan (RAP). Reconciliation Australia has worked with both Auspoll (2012) and Polity Research & Consulting (2014 and 2016) to conduct the survey.

The WRB allows us to measure the attitudes and behaviours of employees towards reconciliation. We also use the results of the WRB to compare attitudes in workplaces with those of the general community obtained through the biennial Australian Reconciliation Barometer. This allows us to see the impact on the attitudes and behaviours of employees who work in organisations that have a RAP.

Previous WRB reports can be found [here](#).

About Polity Research & Consulting

Polity Research & Consulting is a social research consultancy specialising in stakeholder connection and advocacy management. The company was founded by Darryl Nelson, who has more than 20 years research consulting and media experience across corporate and public sectors.

Formerly managing partner with social research consultancy, Auspoll, and senior research manager with B2B consultancy Frost & Sullivan, Darryl's research-based insights have informed decision making across all sectors, from corporate to government to not-for-profit organisations.



Polity has worked closely with Reconciliation Australia for many years on a number of projects.

Reconciliation Australia has once again partnered with Polity to deliver the biennial WRB this year.

Do we have to be at a specific stage of our RAP development to take part in the WRB?

Reconciliation Australia would like to encourage as many organisations as possible to participate in the 2016 WRB so we are extending the invitation to all organisations that either have a RAP or are currently developing one.

What does it cost to participate in the WRB?

WRB participation costs		
Number of employees that receive the WRB survey	Tier	Participation cost
500+ employees invited	Large organisation	\$2900 + GST
100-499 employees invited	Medium organisation	\$1900 + GST
Less than 100 employees invited	Small	\$900 + GST

Please note that the participation cost is based on the number of staff invited via email to participate, and not on the number of responses or completed surveys.

Once our organisation has told Reconciliation Australia that it would like to participate in the WRB survey, what are the next steps?

Once your organisation has indicated they are interested in participating in the WRB, Polity will be in touch via email or telephone. An information pack will then be provided to your organisation with details of how to participate, including a privacy statement, expected date for the fieldwork and the research agreement (see further details below).

Payment of participation costs will be required up front to secure involvement. To formalise the arrangement between Reconciliation Australia, your organisation and Polity, a research agreement will need to be signed which will be provided to you prior to payment.

How will invoicing and payment be managed?

Invoicing and payment for the survey will be managed directly between Polity and each participating organisation. Polity will discuss this with you once an information pack has been provided.

When is payment expected from my organisation?

Your organisation must pay for participating in the WRB prior to the fieldwork commences in August 2016. Payment up front will confirm participation.

When will the WRB survey run?

Fieldwork will commence in August.

What is required from my organisation to participate in the WRB?

Once Polity has received payment, an excel spreadsheet will be required from your organisation with **only** employee email addresses. The email addresses should be those employees who will be invited

to participate in the survey. To enable collation, this information must be supplied at least a week before fieldwork commences.

Employee email addresses provided by your organisation will be deleted once the survey has been completed. Polity will manage any personal information provided by your organisation in accordance with its obligations under the *Privacy Act 1988* (Cth).

If providing an excel spreadsheet of employee email addresses is not possible, please contact Reconciliation Australia via email at wrb@reconciliation.org.au. We can then discuss possible options to participate in the survey in consultation with Polity.

A generic company email address (e.g. info@company.com.au) will also need to be provided by your organisation for Polity to use as an 'alias' when sending out employee invites to the survey. This ensures that the email with the survey link appears to come from your organisation's generic email address and won't go to a junk email folder, and also to enhance response rates.

What kind of agreement will be in place between my organisation, Reconciliation Australia and Polity if we participate?

Before commencing the survey, a representative of your organisation will need to sign a research agreement which will govern the relationship between your organisation, Reconciliation Australia and Polity during the WRB.

The agreement covers data security, party warranties and ownership and use of the survey data.

How is the survey conducted?

The survey will be conducted online via a link sent to your organisation's employees (see previous question). The survey will be hosted and managed online by Polity.

How long will the survey be live for?

The survey will be live for three weeks from the date it is sent to your organisation's employees. Polity will send a reminder email to employees who have not completed the survey after week one.

How do we communicate with our employees about participating?

It is suggested that in the week prior to fieldwork commencing, your organisation will ideally send a 'warm-up' email to all invitees, advising them of the survey. Polity will provide an example email text as a template for your organisation to use.

How long will the survey take to complete?

The survey will stay open for 3 weeks, and take approximately 10 minutes to complete.

How will our organisation benefit from participating in the WRB?

Your organisation will receive a final report of full employee results in ready-for-publication quality (Power Point or PDF format). This report will include an analysis on your organisations results and a comparison with the full aggregated WRB results. In addition to the report, you will also be provided with your organisation's aggregated raw data results in excel format.

If possible, you will also receive full aggregated raw data in excel format for your industry sector. This will only be possible where there are three or more organisations participating in the industry. This data enables organisations to compare their performance with the sector as a whole.

It is open to your organisation to arrange for further analysis of data directly with Polity at an additional cost. This can include further detailed reports and face-to-face debriefs or workshops.

Will other participating organisations receive information about how my organisation has performed?

No, no one else will receive any information about how your individual organisation performed. Only your organisation will be privy to your organisation's results.

Any comparison data that is provided by Polity (for example, data from your industry sector) will be fully aggregated and de-identified.

What kind of information will be published about my organisation by Reconciliation Australia?

Reconciliation Australia will **not** publish individual organisation results, only aggregated results. However, organisations will be listed in the final report published by Reconciliation Australia as 'participant organisations'.

When will we receive the final reports?

Reconciliation Australia will endeavour to distribute the report to your organisation in December 2016. If you have any further questions, please contact Reconciliation Australia via wrb@reconciliation.org.au.