



DEFENCE FOI 144/24/25

STATEMENT OF REASONS UNDER THE FREEDOM OF INFORMATION ACT 1982

1. I refer to the request by [REDACTED] (the applicant), dated and received on 16 August 2024 by the Department of Defence (Defence), for access to the following documents under the *Freedom of Information Act 1982* (Cth) (FOI Act):

The 2021, 2022, 2023 and 2024 (if concluded) Whole of Defence Workplace Behaviours surveys results.

For reference to the documents and information request, refer to the 2021 Workplace Behaviours Survey - Summary Results for ADFA provided to the Royal Commission into Veterans Suicide.

FOI decision maker

2. I am the authorised officer pursuant to section 23 of the FOI Act to make a decision on this FOI request.

Documents identified

3. I have identified nine (9) documents as falling within the scope of the request.

Decision

4. I have decided to release nine documents in full.

Material taken into account

5. In making my decision, I have had regard to:
 - a. the terms of the request;
 - b. the content of the identified documents in issue;
 - c. relevant provisions of the FOI Act; and
 - d. the Guidelines published by the Office of the Australian Information Commissioner under section 93A of the FOI Act (the Guidelines).

FURTHER INFORMATION

6. Whole of Defence Workplace Behaviours reporting was developed at varying intervals within the requested period (2021, 2022, 2023, and 2024). Therefore, the number of reports provided varies across year.

Digitally signed by [REDACTED]

Date: 2024.09.18
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Accredited Decision Maker
Defence People Group
Department of Defence