



## Highlights Report NAA



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### RESPONSES:

212 of 334

### RESPONSE RATE:

63%

# EXPLORING YOUR RESULTS



Take time to understand your report. Consider your response rate to determine how representative your results are of the views of your colleagues.



Most questions in this report have information about the proportion of colleagues responding positively, neutrally or negatively.



Identify the areas where you are performing well. These will tend to be high results which are notably above any comparative results. Celebrate these results.



Identify areas that need improvement. These will be the lower results, and/or those which are scoring notably below your comparators.



Generally a difference of  $-/+$  5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

# EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



## HOW ENGAGED IS YOUR TEAM?

EMPLOYEE ENGAGEMENT IS MORE THAN SIMPLY JOB SATISFACTION OR COMMITMENT TO AN ORGANISATION. IT IS THE EXTENT TO WHICH EMPLOYEES ARE MOTIVATED, INSPIRED AND ENABLED TO IMPROVE AN ORGANISATION'S OUTCOMES.

YOUR EMPLOYEE ENGAGEMENT INDEX SCORE		72	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
SAY	Overall, I am satisfied with my job	74	17 9	74%	+8 ↑	0	-2	0
	I am proud to work in my agency	75	19	75%	-1	-1	-8 ↓	-4
	I would recommend my agency as a good place to work	64	23 13	64%	+14 ↑	-5 ↓	-10 ↓	-5 ↓
	I believe strongly in the purpose and objectives of my agency	88	9	88%	0	+5 ↑	-1	+1
STAY	I feel a strong personal attachment to my agency	64	27 9	64%	-3	+4	-3	+2
	I feel committed to my agency's goals	83	14	83%	+3	0	-4	-2
STRIVE	I suggest ideas to improve our way of doing things	88	12	88%	0	+1	-2	-1
	I am happy to go the 'extra mile' at work when required	92	7	92%	+4	0	0	-1
	I work beyond what is required in my job to help my agency achieve its objectives	74	23	74%	-3	-7 ↓	-8 ↓	-8 ↓
	My agency really inspires me to do my best work every day	52	30 18	52%	+11 ↑	-6 ↓	-10 ↓	-7 ↓

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# LEADERSHIP - IMMEDIATE SUPERVISOR



## IMMEDIATE SUPERVISOR

THE IMMEDIATE SUPERVISOR SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SUPERVISOR IN LINE WITH THE *APS LEADERSHIP CAPABILITY FRAMEWORK*.

YOUR IMMEDIATE SUPERVISOR INDEX SCORE		74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	80	13 7	80%	+7 ⬆️	+1	+1	+2
	My supervisor can deliver difficult advice whilst maintaining relationships	76	17 7	76%	+2	-3	-2	-3
	My supervisor invites a range of views, including those different to their own	81	13 7	81%	+9 ⬆️	0	-2	-1
	My supervisor encourages my team to regularly review and improve our work	77	16 7	77%	+3	-5 ⬇️	-3	-3
	My supervisor is invested in my development	74	17 9	74%	+5 ⬆️	-2	-1	-1
	My supervisor ensures that my workgroup delivers on what we are responsible for	84	11 7	84%	+4	-3	-3	-3
<b>Other similar questions</b>								
	My supervisor provides me with helpful feedback to improve my performance	77	16 7	77%	+9 ⬆️	-1	0	+1
	My supervisor actively ensures that everyone can be included in workplace activities	80	13 7	80%	-	-3	-3	-2
<b>KEY</b>		AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR		AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR		Positive Neutral Negative 		

# LEADERSHIP - SES MANAGER



## SES MANAGER

THE SES MANAGER SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SES MANAGER IN LINE WITH THE APS LEADERSHIP CAPABILITY FRAMEWORK.

YOUR SES MANAGER LEADERSHIP INDEX SCORE		61	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					+1	-8 ↓	-9 ↓	-9 ↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	53	30	17	53%	+2	-16 ↓	-16 ↓	-17 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	50	35	14	50%	+5 ↑	-12 ↓	-14 ↓	-14 ↓
	My SES manager promotes cooperation within and between agencies	50	39	11	50%	-3	-17 ↓	-19 ↓	-19 ↓
	My SES manager encourages innovation and creativity	51	34	15	51%	+4	-15 ↓	-15 ↓	-15 ↓
	My SES manager creates an environment that enables us to deliver our best	44	33	23	44%	0	-20 ↓	-21 ↓	-21 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	64	28	8	64%	0	-10 ↓	-12 ↓	-13 ↓

### Other similar questions

All SES	In my agency, the SES work as a team	25	31	44	25%	-2	-29 ↓	-27 ↓	-27 ↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	38	34	28	38%	+1	-25 ↓	-23 ↓	-24 ↓
	In my agency, communication between SES and other employees is effective	28	32	40	28%	0	-26 ↓	-24 ↓	-24 ↓

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# COMMUNICATION AND CHANGE



## COMMUNICATION

THE COMMUNICATION SCORE MEASURES COMMUNICATION AT THE INDIVIDUAL, GROUP AND AGENCY LEVEL.

## CHANGE

EFFECTIVE COMMUNICATION IS AN IMPORTANT PART OF ANY CHANGE PROCESS. NOTE THESE QUESTIONS DO NOT CONTRIBUTE TO THE ABOVE INDEX SCORE.

YOUR COMMUNICATION INDEX SCORE		59	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					+4	-10 ↓	-10 ↓	-9 ↓






















Communication	My supervisor communicates effectively		80	13	80%	+6 ↑	0	-1	0
	My SES manager communicates effectively		50	29	50%	-1	-20 ↓	-21 ↓	-21 ↓
	Internal communication within my agency is effective		32	27	32%	+4	-25 ↓	-25 ↓	-24 ↓

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup		67	19	15	67%	+3	-2	-4	-2
	Staff are consulted about change at work		40	41	19	40%	+11 ↑	-10 ↓	-10 ↓	-9 ↓
	Change is managed well in my agency		29	25	46	29%	+7 ↑	-16 ↓	-14 ↓	-13 ↓

KEY	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative

# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills		83%	0	+4	0	+1
I have a choice in deciding how I do my work		73%	+4	+10 	-2	+2
Where appropriate, I am able to take part in decisions that affect my job		77%	+11 	+8 	+2	+5 
I am clear what my duties and responsibilities are		82%	+2	+2	0	+1
I am satisfied with the recognition I receive for doing a good job		72%	+6 	+5 	+2	+4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		54%	-3	-6 	-5 	-6 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		80%	+8 	+4	-1	+2
I am satisfied with the stability and security of my job		78%	+4	-2	+1	0
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		79%	+9 	+1	-6 	-3

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 56%; background-color: #004d00; color: white; text-align: center;">56</div><div style="width: 31%; background-color: #f0c000; color: black; text-align: center;">31</div><div style="width: 13%; background-color: #e91e63; color: white; text-align: center;">13</div></div>	56%	0	-7	0	-4
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between;"><div style="width: 92%; background-color: #004d00; color: white; text-align: center;">92</div><div style="width: 8%; background-color: #f0c000; color: black; text-align: center;">8</div><div style="width: 0%; background-color: #e91e63; color: white; text-align: center;">0</div></div>	92%	+2	-1	-1	-1
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 84%; background-color: #004d00; color: white; text-align: center;">84</div><div style="width: 14%; background-color: #f0c000; color: black; text-align: center;">14</div><div style="width: 2%; background-color: #e91e63; color: white; text-align: center;">2</div></div>	84%	-1	-1	0	-1

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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## What best describes your current workload?

Well above capacity - too much work	<div style="width: 26%; background-color: #004d00;"></div>	26%	0	+3	+3	-1
Slightly above capacity - lots of work to do	<div style="width: 43%; background-color: #004d00;"></div>	43%	0	+3	+3	+3
At capacity - about the right amount of work to do	<div style="width: 26%; background-color: #004d00;"></div>	26%	+2	-3	-3	+1
Slightly below capacity - available for more work	<div style="width: 3%; background-color: #004d00;"></div>	3%	-3	-3	-3	-3
Well below capacity - not enough work	<div style="width: 1%; background-color: #004d00;"></div>	1%	0	0	0	0

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR






AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR







Positive Neutral Negative





# INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		<b>68%</b>	+2	-11↓	-12↓	-10↓
My supervisor actively ensures that everyone can be included in workplace activities		<b>80%</b>	-	-3	-3	-2
I receive the respect I deserve from my colleagues at work		<b>77%</b>	-1	-5↓	-4	-5↓

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>Do you currently access any of the following flexible working arrangements?</b> [Multiple Response]						
Part time		<b>14%</b>	-3	0	0	+2
Flexible hours of work		<b>33%</b>	-4	+7↑	-1	+5↑
Compressed work week		<b>1%</b>	0	-2	-2	-2
Job sharing		<b>0%</b>	-1	0	0	0
Working away from the office/working from home		<b>37%</b>	+9↑	-18↓	-31↓	-30↓
None of the above		<b>33%</b>	-4	+6↑	+15↑	+13↑

**KEY**



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# ENABLING INNOVATION



## ENABLING INNOVATION

THE INNOVATION SCORE ASSESSES BOTH WHETHER EMPLOYEES FEEL WILLING AND ABLE TO BE INNOVATIVE, AND WHETHER THEIR AGENCY HAS A CULTURE WHICH ENABLES THEM TO BE SO.

YOUR ENABLING INNOVATION INDEX SCORE		63	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85	13	85%	-7 ↓	+3	0	+1	
	My immediate supervisor encourages me to come up with new or better ways of doing things	77	19	77%	+3	+3	+1	+2	
	People are recognised for coming up with new and innovative ways of working	48	34	18	48%	-2	-12 ↓	-12 ↓	-11 ↓
	My agency inspires me to come up with new or better ways of doing things	45	38	17	45%	+6 ↑	-7 ↓	-10 ↓	-8 ↓
	My agency recognises and supports the notion that failure is a part of innovation	28	41	31	28%	+1	-11 ↓	-12 ↓	-11 ↓

KEY	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive	Neutral	Negative

# WELLBEING POLICIES AND SUPPORT



## WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.

YOUR WELLBEING POLICIES AND SUPPORT INDEX SCORE		68	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	66	23	12	66%	+1	+1	-2	+1
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	64	27	9	64%	-6 ↓	0	-4	-1
	My agency does a good job of promoting health and wellbeing	63	29	9	63%	-5 ↓	-1	-4	-1
	I think my agency cares about my health and wellbeing	61	24	14	61%	+4	0	-8 ↓	-4
	I believe my immediate supervisor cares about my health and wellbeing	85	10		85%	+4	-1	-3	-1

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






Positive Neutral Negative








# WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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## How often do you find your work stressful?

Always		4%	-1	0	+1	0
Often		21%	-3	-5 ↓	-3	-5 ↓
Sometimes		45%	-5 ↓	-5 ↓	-5 ↓	-5 ↓
Rarely		27%	+8 ↑	+9 ↑	+6 ↑	+9 ↑
Never		3%	+1	+1	+1	+1

## To what extent is your work emotionally demanding?

To a very large extent		4%	-4	-3	-2	-4
To a large extent		18%	-2	-3	0	-2
Somewhat		42%	+1	+2	+3	+3
To a small extent		22%	+1	-1	-4	-2
To a very small extent		14%	+3	+5 ↑	+3	+5 ↑

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree		<b>8%</b>	-4	0	0	-1
Agree		<b>25%</b>	+3	0	+2	0
Neither agree nor disagree		<b>27%</b>	-1	-4	-2	-3
Disagree		<b>34%</b>	+1	+4	+2	+4
Strongly disagree		<b>6%</b>	+1	-1	-1	-1
<b>In general, would you say that your health is:</b>						
Excellent		<b>5%</b>	-6 ↓	-5 ↓	-6 ↓	-5 ↓
Very good		<b>36%</b>	+8 ↑	+2	0	0
Good		<b>43%</b>	-2	+5 ↑	+6 ↑	+5 ↑
Fair		<b>12%</b>	0	-3	-2	-2
Poor		<b>4%</b>	0	+1	+2	+1

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR








AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






# PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		<b>27%</b>	+2	-1	-2	-2
Very good		<b>58%</b>	+2	+2	+3	+3
Average		<b>13%</b>	-3	-2	0	-1
Below average		<b>2%</b>	-1	0	0	0
Well below average		<b>0%</b>	0	0	0	0

In the last month, please rate your agency's success in meeting its goals and objectives

Excellent		<b>11%</b>	+4	-5 ⬇️	-7 ⬇️	-5 ⬇️
Very good		<b>49%</b>	+10 ⬆️	-6 ⬇️	-7 ⬇️	-6 ⬇️
Average		<b>35%</b>	-2	+11 ⬆️	+13 ⬆️	+12 ⬆️
Below average		<b>2%</b>	-7 ⬇️	-1	-1	-2
Well below average		<b>3%</b>	-5 ⬇️	+2	+2	+1

## KEY














AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		<b>80%</b>	+1	0	-3	-2
My workgroup has the tools and resources we need to perform well		<b>44%</b>	+5 	-18 	-15 	-14 
The people in my workgroup use time and resources efficiently		<b>80%</b>	+6 	+3	+1	+2
My workgroup can readily adapt to new priorities and tasks		<b>83%</b>	+5 	-2	-2	-2
The people in my workgroup cooperate to get the job done		<b>88%</b>	+1	-1	-2	-2

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# RETENTION



EMPLOYEES WHO INDICATED THAT THEY WANTED TO LEAVE THEIR CURRENT POSITION AS SOON AS POSSIBLE OR WITHIN THE NEXT 12 MONTHS WERE ASKED WHAT THEIR PLANS WERE.

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>Which of the following statements best reflects your current thoughts about working in your current position?</b>						
I want to leave my position as soon as possible		<b>9%</b>	-3	0	+1	0
I want to leave my position within the next 12 months		<b>16%</b>	0	-7↓	-6↓	-7↓
I want to stay working in my position for the next one to two years		<b>39%</b>	+2	+2	-1	0
I want to stay working in my position for at least the next three years		<b>36%</b>	+2	+5↑	+6↑	+7↑
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		<b>4%</b>	-3	-2	-1	0
I am pursuing another position within my agency		<b>18%</b>	+11↑	-23↓	-8↓	-6↓
I am pursuing a position in another agency		<b>45%</b>	-4	+20↑	+13↑	+8↑
I am pursuing work outside the APS		<b>10%</b>	-4	-3	-8↓	-7↓
It is the end of my non-ongoing, casual or contracted employment		<b>4%</b>	0	0	-3	-3
Other		<b>20%</b>	0	+7↑	+7↑	+8↑

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# RETENTION



EMPLOYEES WERE ALSO ASKED FOR THE PRIMARY REASON BEHIND THEIR DESIRE TO LEAVE AND COULD SELECT ONE RESPONSE FROM A LIST OF ITEMS.

ONLY THE FIVE REASONS FOR LEAVING WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I can receive a higher salary elsewhere	16%	-	-	-	-
I wish to pursue a promotion opportunity	14%	-	-	-	-
Senior leadership is of a poor quality	14%	-	-	-	-
There is a lack of future career opportunities in my agency	11%	-	-	-	-
I have achieved all I can in my current position	11%	-	-	-	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO HAD PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF DISCRIMINATION WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

DISCRIMINATION	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?</b>						
Yes		<b>12%</b>	+2	+2	+3	+3
No		<b>88%</b>	-2	-2	-3	-3
<b>Did this discrimination occur in your current agency?</b>						
Yes		<b>87%</b>	-8	-4	-3	-1
No		<b>13%</b>	+8	+4	+3	+1
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Gender		<b>35%</b>	-	-	-	-
Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)		<b>30%</b>	-	-	-	-
Race		<b>17%</b>	-	-	-	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE OPTIONS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

## HARASSMENT AND BULLYING

### RESPONSE SCALE

%

VARIANCE FROM 2021

VARIANCE FROM APS OVERALL

VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM MEDIUM SIZED AGENCIES

During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes		11%	-4	+1	+3	+2
No		83%	+10	-2	-3	-3
Not sure		6%	-6	+1	+1	+1

Types of harassment or bullying experienced (3 highest responses):

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		50%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		41%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		27%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		36%	+6	+3	+7	+4
It was reported by someone else		18%	+2	+11	+12	+11
I did not report the behaviour		45%	-8	-14	-19	-15

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# UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO INDICATED THAT THEY HAD WITNESSED POTENTIAL CORRUPT BEHAVIOUR WERE ASKED TO DESCRIBE THE BEHAVIOUR. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF CORRUPT BEHAVIOURS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES AND WITH RESULTS FOR THE APS OVERALL.

CORRUPTION	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?</b>						
Yes		6%	-3	+3	+3	+3
No		86%	+5	-5	-5	-6
Not sure		4%	-4	0	0	+1
Would prefer not to answer		4%	+2	+2	+2	+2
<b>Types of corrupt behaviours witnessed (3 highest responses):</b>						
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		50%	-	-	-	-
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		42%	-	-	-	-
Fraud, forgery or embezzlement		25%	-	-	-	-
<b>Did you report the potentially corrupt behaviour?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		25%	+25	+5	+8	+6
It was reported by someone else		17%	+5	+1	+4	+3
I did not report the behaviour		58%	-30	-6	-12	-9
<b>KEY</b>			AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR		

# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>How do you describe your gender?</b>						
Man or male		<b>37%</b>	-4	0	-3	0
Woman or female		<b>57%</b>	+4	-2	+1	-1
Non-binary		<b>0%</b>	0	0	0	0
I use a different term		<b>1%</b>	+1	+1	+1	+1
Prefer not to say		<b>4%</b>	-1	+1	+1	+1
<b>Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?</b>						
Yes		<b>2%</b>	0	-1	0	0
No		<b>98%</b>	0	+1	0	0
<b>Do you have an ongoing disability?</b>						
Yes		<b>10%</b>	+2	+1	+2	+2
No		<b>90%</b>	-2	-1	-2	-2

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# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>Do you have carer responsibilities?</b>						
Yes		<b>38%</b>	-3	-4	-2	-2
No		<b>62%</b>	+3	+4	+2	+2
<b>Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?</b>						
Yes		<b>11%</b>	0	+3	+2	+2
No		<b>89%</b>	0	-3	-2	-2
<b>In which country were you born?</b>						
Australia		<b>76%</b>	-1	0	+1	+1
Other country		<b>24%</b>	+1	0	-1	-1
<b>Do you speak a language other than English at home?</b>						
No, English only		<b>84%</b>	+1	+4	+3	+4
Yes, other		<b>16%</b>	-1	-4	-3	-4

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# TIME TO TAKE ACTION



## CELEBRATE

What things do we do well?

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THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.



## INVESTIGATE FURTHER WITH OUR TEAMS

Are there any other opportunities coming out of the results that we want to explore further?

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HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?



## OPPORTUNITIES

Areas we need to focus on and turn into action plans:

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WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?



## USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

IDENTIFY AREAS TO CELEBRATE, OPPORTUNITIES FOR IMPROVEMENT AND AREAS WHICH YOU NEED TO INVESTIGATE FURTHER.

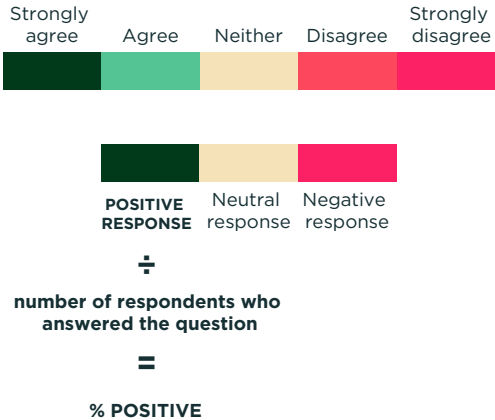
PRIORITISE 3 AREAS TO TAKE FORWARD

	PRIORITISE 3 AREAS FOR ACTION	TIMESCALES	OWNER	RESOURCES REQUIRED	TARGET/SUCCESS MEASURE
1					
2					
3					

# GUIDE TO THIS REPORT

## % POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



## ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## ANONYMITY

IT IS ENGINE'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS OF RESPONDENTS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS WILL NOT BE SHOWN WHERE THERE ARE LESS THAN 10 RESPONDENTS IN A GROUP.

## COMPARISONS WITH RESULTS FROM PREVIOUS YEARS

THE METHOD OF ANALYSING AND REPORTING SPECIFIC RESULTS MAY BE PERIODICALLY REVIEWED AND REVISED. SUCH IMPROVEMENTS ARE APPLIED TO CURRENT DATA AND THAT OF PREVIOUS YEARS. FOR THIS REASON THE CURRENT REPORT IS ALWAYS THE MOST ACCURATE DATA SOURCE FOR APS EMPLOYEE CENSUS RESULTS, INCLUDING COMPARISONS WITH TIME SERIES DATA.