



Highlights Report NAA



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RESPONSES:
294 of 361
RESPONSE RATE:
81%

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
SAY	Overall, I am satisfied with my job	72	16	11	72%	-1	-1	0	-3
	I am proud to work in my agency	80	17		80%	+5⬆	+4	-1	0
	I would recommend my agency as a good place to work	61	25	14	61%	-3	-8⬇	-1	-9⬇
	I believe strongly in the purpose and objectives of my agency	87		11	87%	-1	+3	+3	-1
STAY	I feel a strong personal attachment to my agency	64	25	10	64%	0	+4	-5⬇	+2
	I feel committed to my agency's goals	82	15		82%	0	-1	+1	-3
STRIVE	I suggest ideas to improve our way of doing things	91		7	91%	+3	+4	+2	+2
	I am happy to go the 'extra mile' at work when required	89		7	89%	-3	-1	+1	-2
	I work beyond what is required in my job to help my agency achieve its objectives	76	20		76%	+2	-5⬇	-3	-6⬇
	My agency really inspires me to do my best work every day	51	33	16	51%	-1	-6⬇	-4	-10⬇

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77	17	77%	-3	-2	+2	-3	
	My supervisor can deliver difficult advice whilst maintaining relationships	75	19	75%	-1	-4	+2	-4	
	My supervisor invites a range of views, including those different to their own	79	14	79%	-3	-3	+2	-4	
	My supervisor encourages my team to regularly review and improve our work	73	20	73%	-3	-7⬇️	+1	-7⬇️	
	My supervisor is invested in my development	77	16	77%	+3	+1	+4	0	
	My supervisor ensures that my workgroup delivers on what we are responsible for	84	11	84%	0	-3	+1	-3	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	77	15	8	77%	0	0	+5⬆️	0
	My immediate supervisor encourages me	72	21	72%	-3	-4	-1	-5⬇️	
KEY	⬆️ 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		60	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
SES Manager	My SES manager clearly articulates the direction and priorities for our area	53	30	17	53%	0	-16 ↓	-6 ↓	-16 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	44	37	20	44%	-7 ↓	-18 ↓	-12 ↓	-20 ↓
	My SES manager promotes cooperation within and between agencies	46	40	13	46%	-4	-20 ↓	-8 ↓	-22 ↓
	My SES manager encourages innovation and creativity	49	33	18	49%	-2	-16 ↓	-8 ↓	-16 ↓
	My SES manager creates an environment that enables us to deliver our best	48	32	19	48%	+4	-15 ↓	-5 ↓	-17 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	62	28	10	62%	-2	-11 ↓	-5 ↓	-14 ↓
Other similar questions									
	In my agency, the SES work as a team	25	32	44	25%	0	-29 ↓	-17 ↓	-29 ↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	42	29	29	42%	+3	-21 ↓	-12 ↓	-22 ↓
	In my agency, communication between SES and other employees is effective	27	35	38	27%	-1	-26 ↓	-11 ↓	-26 ↓
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	48	37	15	48%	-	-18 ↓	-8 ↓	-20 ↓
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	61	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					+2	-7↓	-1	-7↓























Communication	My supervisor communicates effectively	81	11	8	81%	0	0	+5↑	0
	My SES manager communicates effectively	52	28	20	52%	+3	-17↓	-7↓	-17↓
	Internal communication within my agency is effective	35	32	33	35%	+3	-21↓	-4	-22↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	66	16	17	66%	0	-1	+3	-3
	Staff are consulted about change at work	40	39	20	40%	+1	-9↓	-1	-9↓
	Change is managed well in my agency	23	33	43	23%	-5↓	-20↓	-6↓	-19↓

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills		83%	0	+4	+1	0
I have a choice in deciding how I do my work		73%	-1	+9 	0	+1
Where appropriate, I am able to take part in decisions that affect my job		74%	-3	+5 	+4	+1
I am clear what my duties and responsibilities are		85%	+3	+6 	+7 	+6 
I am satisfied with the recognition I receive for doing a good job		68%	-3	+2	+4	-1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		44%	-11 	-8 	0	-12 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		78%	-2	+4	+6 	+1
I am satisfied with the stability and security of my job		75%	-3	-7 	+6 	-6 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		81%	+2	+2	+6 	-2

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION 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: 53%; background-color: #004d00; color: white; text-align: center;">53</div><div style="width: 35%; background-color: #f0e68c; color: black; text-align: center;">35</div><div style="width: 12%; background-color: #e91e63; color: white; text-align: center;">12</div></div>	53%	-3	-9 ↓	+9 ↑	-6 ↓
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: 94%; background-color: #004d00; color: white; text-align: center;">94</div><div style="width: 6%; background-color: #e91e63; color: white; text-align: center;">6</div></div>	94%	+2	+2	+3	+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: #f0e68c; color: black; text-align: center;">14</div><div style="width: 2%; background-color: #e91e63; color: white; text-align: center;">2</div></div>	84%	0	0	+10 ↑	-1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
What best describes your current workload?						
Well above capacity - too much work	<div style="width: 29%; background-color: #004d00;"></div>	29%	+3	+5 ↑	+2	+5 ↑
Slightly above capacity - lots of work to do	<div style="width: 37%; background-color: #004d00;"></div>	37%	-6 ↓	-3	-2	-4
At capacity - about the right amount of work to do	<div style="width: 27%; background-color: #004d00;"></div>	27%	+1	-2	0	-1
Slightly below capacity - available for more work	<div style="width: 7%; background-color: #004d00;"></div>	7%	+4	+1	+1	+1
Well below capacity - not enough work	<div style="width: 0%; background-color: #004d00;"></div>	0%	-1	-1	-1	-1

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		71%	+3	-9	0	-8
My supervisor actively ensures that everyone can be included in workplace activities		80%	0	-3	0	-3
I receive the respect I deserve from my colleagues at work		79%	+2	-3	+3	-3

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		16%	+2	+2	+2	+3
Flexible hours of work		34%	0	+6	+3	+4
Compressed work week		0%	-1	-3	-1	-3
Job sharing		0%	0	0	0	0
Working away from the office/working from home		43%	+7	-14	+6	-22
None of the above		30%	-3	+5	-6	+11

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION 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	10	85%	0	+5 ⬆️	+4	+3	
	My immediate supervisor encourages me to come up with new or better ways of doing things	73	19	73%	-3	+1	+1	-1	
	People are recognised for coming up with new and innovative ways of working	48	34	17	48%	+1	-9 ⬇️	-1	-10 ⬇️
	My agency inspires me to come up with new or better ways of doing things	42	41	17	42%	-3	-8 ⬇️	-6 ⬇️	-10 ⬇️
	My agency recognises and supports the notion that failure is a part of innovation	32	39	29	32%	+4	-7 ⬇️	0	-7 ⬇️

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		66	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION 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	60	29	11	60%	-5 ↓	-3	+6 ↑	-4
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	53	29	18	53%	-11 ↓	-9 ↓	-3	-10 ↓
	My agency does a good job of promoting health and wellbeing	57	29	15	57%	-6 ↓	-6 ↓	+3	-7 ↓
	I think my agency cares about my health and wellbeing	59	29	12	59%	-3	-2	+2	-6 ↓
	I believe my immediate supervisor cares about my health and wellbeing	86	10		86%	+1	0	+1	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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How often do you find your work stressful?

Always		5%	+1	0	0	+1
Often		23%	+2	-3	-2	-1
Sometimes		48%	+3	-1	-1	-2
Rarely		21%	-6 	+3	+2	+2
Never		3%	0	+1	+1	+1

To what extent is your work emotionally demanding?

To a very large extent		4%	0	-4	-2	-3
To a large extent		20%	+2	-1	-1	0
Somewhat		40%	-2	+1	0	+2
To a small extent		28%	+5 	+4	+3	+3
To a very small extent		9%	-6 	0	0	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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I feel burned out by my work

Strongly agree		7%	-1	-2	-3	-1
Agree		22%	-3	-2	-2	-1
Neither agree nor disagree		34%	+7	+2	+4	+4
Disagree		30%	-4	+1	0	-1
Strongly disagree		8%	+1	+1	0	0

In general, would you say that your health is:

Excellent		7%	+1	-3	-2	-4
Very good		31%	-4	-2	+2	-3
Good		45%	+3	+7	+4	+7
Fair		13%	+1	-2	-2	0
Poor		3%	-1	0	-1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR






AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR











PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		29%	+2	+1	+1	0
Very good		57%	-1	+2	+1	+2
Average		14%	+1	-1	0	+1
Below average		0%	-2	-2	-2	-2
Well below average		0%	0	0	0	0

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

Excellent		15%	+3	-1	-1	-3
Very good		48%	-1	-6 	-3	-8 
Average		33%	-2	+8 	+8 	+10 
Below average		3%	+1	-1	-2	0
Well below average		2%	-2	0	-2	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	78	78%	-1	0	-2	-2
My workgroup has the tools and resources we need to perform well	39	39%	-5↓	-20↓	-11↓	-19↓
The people in my workgroup use time and resources efficiently	79	79%	-1	+3	+3	+1
My workgroup can readily adapt to new priorities and tasks	80	80%	-3	-3	0	-3
The people in my workgroup cooperate to get the job done	89	89%	0	+1	+1	-1

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		8%	-1	-2	0	-1
I want to leave my position within the next 12 months		19%	+3	-5 ↓	-1	-4
I want to stay working in my position for the next one to two years		40%	+1	+3	-1	0
I want to stay working in my position for at least the next three years		33%	-3	+4	+2	+5 ↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		4%	0	-1	-1	0
I am pursuing another position within my agency		11%	-7 ↓	-30 ↓	-5 ↓	-16 ↓
I am pursuing a position in another agency		46%	+1	+19 ↑	+8 ↑	+9 ↑
I am pursuing work outside the APS		12%	+2	+1	-4	-2
It is the end of my non-ongoing, casual or contracted employment		9%	+6 ↑	+6 ↑	+1	+4
Other		18%	-2	+5 ↑	+2	+5 ↑

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
Senior leadership is of a poor quality	16%	-	-	-	-
I can receive a higher salary elsewhere	14%	-	-	-	-
I wish to pursue a promotion opportunity	12%	-	-	-	-
There are a lack of future career opportunities in my agency	10%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	8%	-	-	-	-

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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?						
Yes		12%	0	+2	0	+3
No		88%	0	-2	0	-3
Did this discrimination occur in your current agency?						
Yes		90%	+3	-1	-1	+2
No		10%	-3	+1	+1	-2
Basis for the discrimination that you experienced (3 highest responses):						
Age		38%	-	-	-	-
Gender		31%	-	-	-	-
Race		19%	-	-	-	-

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		15%	+4	+4	+2	+5
No		78%	-6	-6	-2	-8
Not sure		8%	+2	+2	0	+3
Types of harassment or bullying experienced (3 highest responses):						
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		40%	-	-	-	-
Other		38%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		35%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		45%	+9	+10	+9	+10
It was reported by someone else		8%	-11	-1	0	-2
I did not report the behaviour		48%	+2	-10	-9	-8

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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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?

Yes		3%	-3	-1	-2	-1
No		85%	0	-5 ↓	0	-5 ↓
Not sure		7%	+3	+3	0	+3
Would prefer not to answer		5%	+1	+3	+1	+3

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden for anonymity reasons.
It was reported by someone else	The data for this question has been hidden for anonymity reasons.
I did not report the behaviour	The data for this question has been hidden for anonymity reasons.

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	39%
Woman or female	56%
Non-binary	1%
I use a different term	0%
Prefer not to say	4%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	12%
No	88%

Do you have carer responsibilities?	Responses
Yes	33%
No	67%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Responses
Yes	12%
No	88%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	79%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	17%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	5%
South-East Asian	6%
North-East Asian	2%
Southern and Central Asian	2%
North American	1%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	0%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	13%
No	75%
Not sure	12%

AGENCY POSITION



AGENCY POSITION

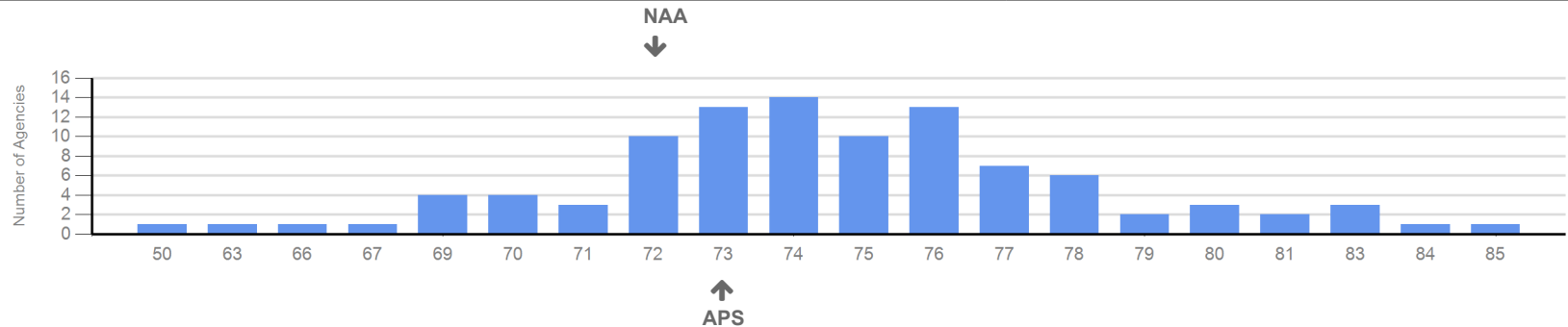
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE OVERALL APS INDEX SCORE AND THE SCORES OF OTHER AGENCIES.

ALONG THE LINE (Y-AXIS) ARE THE INDEX SCORES. THE HEIGHT OF THE BAR (X-AXIS) IS HOW MANY AGENCIES HAVE THAT INDEX SCORE.

PLEASE NOTE, THE Y-AXIS VALUES ARE NOT CONSECUTIVE AS ONLY INDEX SCORES RECEIVED BY AN AGENCY ARE REPRESENTED.

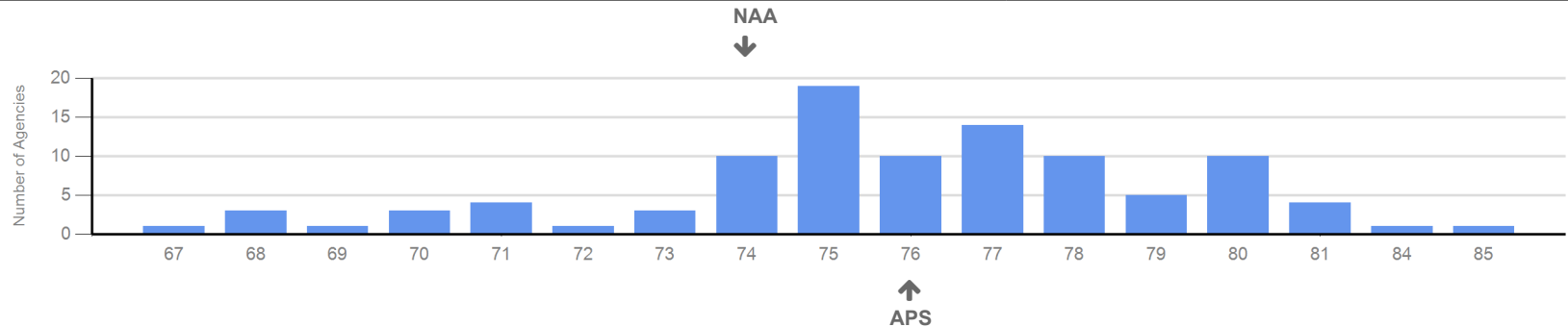
Employee Engagement Index

Ranking : 78th of 100



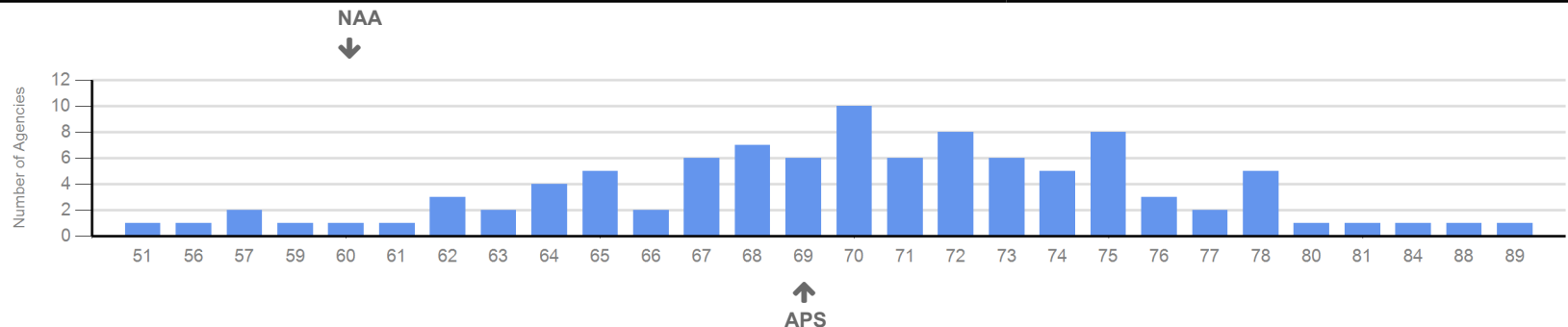
Leadership – Immediate Supervisor Index

Ranking : 78th of 100



Leadership – SES Manager Index

Ranking : 95th of 100



AGENCY POSITION



AGENCY POSITION

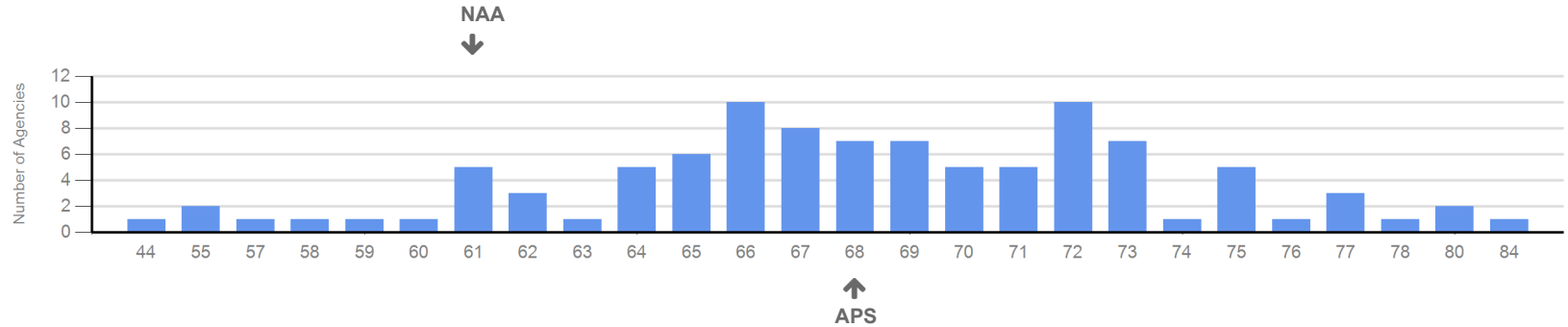
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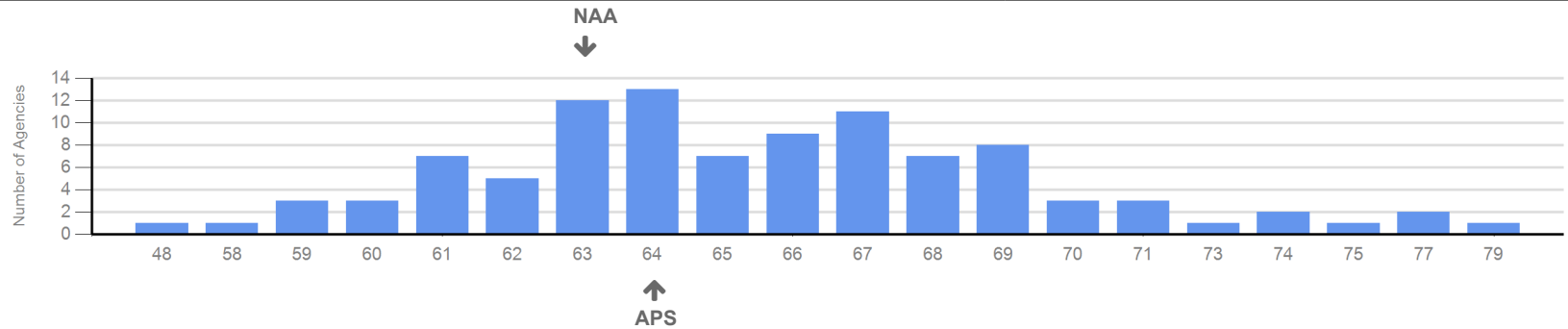
Communication Index

Ranking : 92nd of 100



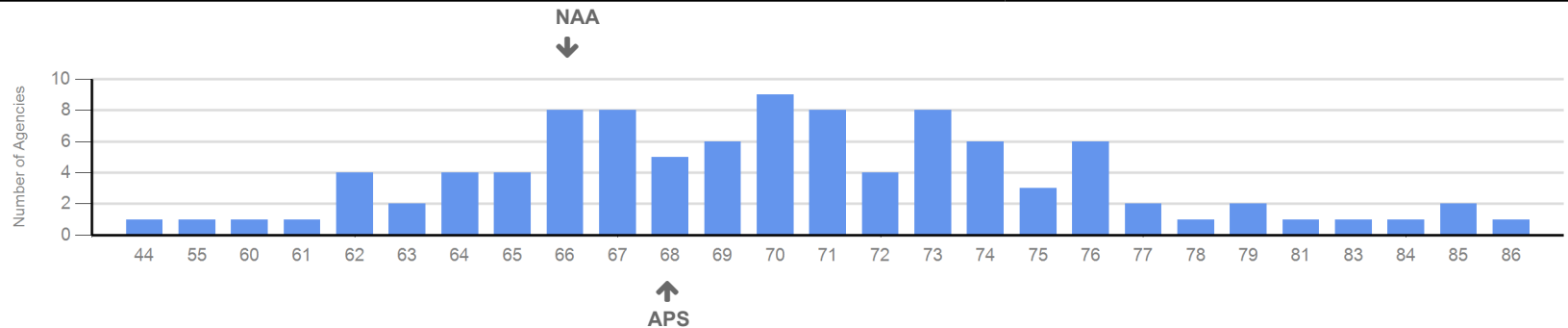
Enabling Innovation Index

Ranking : 80th of 100



Wellbeing Policies and Support Index

Ranking : 81st of 100



SUGGESTED QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THROUGH DRIVER ANALYSIS, THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR AGENCY AND ASSOCIATED WITH EMPLOYEE ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
.1	My agency inspires me to come up with new or better ways of doing things		42%	-3	-8	-6	-10
.2	I am satisfied with the recognition I receive for doing a good job		68%	-3	+2	+4	-1
.3	My agency supports and actively promotes an inclusive workplace culture		71%	+3	-9	0	-8
.4	Where appropriate, I am able to take part in decisions that affect my job		74%	-3	+5	+4	+1
.5	My supervisor ensures that my workgroup delivers on what we are responsible for		84%	0	-3	+1	-3
.6	The people in my workgroup use time and resources efficiently		79%	-1	+3	+3	+1

NAA SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
I agree that people are treated fairly and consistently in my workplace	61	24	15	61%	+3
People take responsibility for their decisions and actions in my workplace	55	30	15	55%	-1
I am able to speak up and share a different view to my colleagues	79	14	7	79%	-2
I am confident in managing or adjusting to changes in the workplace	85	13		85%	0
I think of change as an opportunity rather than an impediment	80	17		80%	+3
I have contributed to changing processes used by my team to improve our capacity and /or capability over the last 12 months	78	19		78%	-4
I get the opportunity to develop new and better ways of doing my job	73	22		73%	-1
I am encouraged to make suggestions about improving work processes and/or services	76	17		76%	-3
I am confident in being responsible for my role and its outcomes	89	10		89%	+1
I have the necessary information and support to manage my work responsibilities	67	20	12	67%	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



NAA SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
I understand how decisions I make in my role impact on other staff and the work of other sections	93	93%	+3
I have the authority necessary to do my job effectively	67	67%	-2
I consider myself to be a leader in my work area	61	61%	-4
I am able to influence the behaviour of those around me positively	75	75%	-7 ⬇️
I am someone that people come to when they have a question about their work	83	83%	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR




AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative




TIME TO TAKE ACTION


CELEBRATE


What things do we do well?

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?

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:

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.

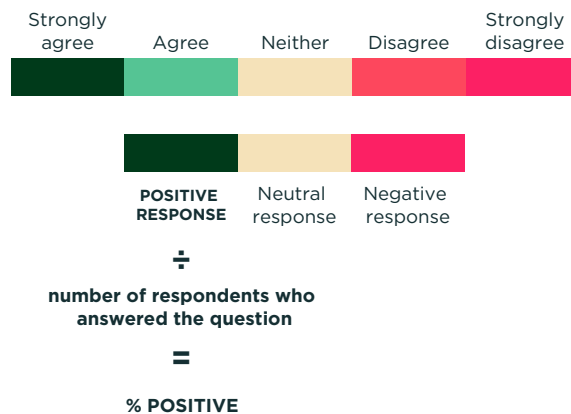
PRIORITISE 3 AREAS TO TAKE FORWARD

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

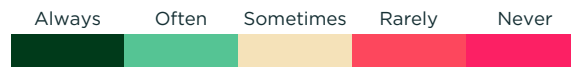
GUIDE TO THIS REPORT

% POSITIVE

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



FOR 5 POINT SCALE QUESTIONS NOT ASKED ON THE *AGREE TO DISAGREE* SCALE THE SAME RULES APPLY, THE GREEN PERCENT REPRESENTS A **POSITIVE RESPONSE** (UNLESS THE QUESTION IS NEGATIVELY WORDED).



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	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

ANONYMITY

IT IS BEST 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.