



# Highlights Report PC



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RESPONSES:
155 of 172
RESPONSE RATE:
90%

# 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	73	15 12	73%	-3	0	-2	+1
	I am proud to work in my agency	70	24	70%	-7 ↓	-5 ↓	-12 ↓	-6 ↓
	I would recommend my agency as a good place to work	66	26 8	66%	-9 ↓	-2	-6 ↓	+3
	I believe strongly in the purpose and objectives of my agency	80	16	80%	-11 ↓	-4	-9 ↓	-7 ↓
STAY	I feel a strong personal attachment to my agency	52	30 18	52%	-10 ↓	-8 ↓	-13 ↓	-9 ↓
	I feel committed to my agency's goals	73	22	73%	-13 ↓	-10 ↓	-13 ↓	-10 ↓
STRIVE	I suggest ideas to improve our way of doing things	91	7	91%	+8 ↑	+4	+1	+3
	I am happy to go the 'extra mile' at work when required	90	8	90%	+3	0	-1	+1
	I work beyond what is required in my job to help my agency achieve its objectives	75	17 7	75%	-6 ↓	-5 ↓	-6 ↓	-5 ↓
	My agency really inspires me to do my best work every day	50	34 16	50%	-11 ↓	-7 ↓	-11 ↓	-4

### 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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	73	21	73%	+4	-5 ⬇️	-5 ⬇️	-3	
	My supervisor can deliver difficult advice whilst maintaining relationships	74	20	74%	+2	-4	-4	-2	
	My supervisor invites a range of views, including those different to their own	78	15	7	78%	-5 ⬇️	-3	-5 ⬇️	-1
	My supervisor encourages my team to regularly review and improve our work	77	15	9	77%	-2	-4	-4	-1
	My supervisor is invested in my development	77	13	11	77%	+8 ⬆️	+1	+1	+4
	My supervisor ensures that my workgroup delivers on what we are responsible for	85	12	85%	+2	-2	-2	0	
<b>Other similar questions</b>									
	My supervisor provides me with helpful feedback to improve my performance	71	17	12	71%	+1	-6 ⬇️	-5 ⬇️	-3
	My immediate supervisor encourages me	77	18	77%	+8 ⬆️	+1	0	+3	
<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	75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				+3	+6 ↑	+4	+8 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	81	11 8	81%	+13 ↑	+13 ↑	+10 ↑	+17 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	80	17	80%	+8 ↑	+18 ↑	+14 ↑	+19 ↑
	My SES manager promotes cooperation within and between agencies	77	21	77%	+6 ↑	+10 ↑	+6 ↑	+12 ↑
	My SES manager encourages innovation and creativity	76	16 8	76%	+6 ↑	+11 ↑	+9 ↑	+14 ↑
	My SES manager creates an environment that enables us to deliver our best	79	17	79%	+13 ↑	+15 ↑	+12 ↑	+19 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	86	11	86%	+6 ↑	+13 ↑	+9 ↑	+15 ↑

### Other similar questions

In my agency, the SES work as a team	42	36 21	42%	-16 ↓	-11 ↓	-11 ↓	-6 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	48	27 25	48%	-19 ↓	-15 ↓	-14 ↓	-6 ↓
In my agency, communication between SES and other employees is effective	50	29 21	50%	-16 ↓	-3	-3	+4
My SES manager routinely promotes the use of data and evidence to deliver outcomes	85	13	85%	-	+19 ↑	+15 ↑	+23 ↑

#### 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.

<b>YOUR COMMUNICATION INDEX SCORE</b>	<b>72</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				0	+3	+2	+7

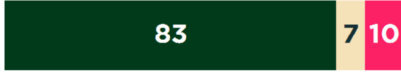






















Communication	My supervisor communicates effectively	81	12 7	81%	+3	0	0	+3
	My SES manager communicates effectively	83	9 8	83%	+9	+14	+11	+18
	Internal communication within my agency is effective	54	30 15	54%	-18	-2	-3	+7

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	66	17 17	66%	0	-1	-4	-1
	Staff are consulted about change at work	46	40 14	46%	-6	-4	-3	+1
	Change is managed well in my agency	37	37 26	37%	-9	-6	-4	+2

<b>KEY</b>	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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	83 	83%	-4	+4	+1	+3
I have a choice in deciding how I do my work	75 	75%	-3	+11 	0	+4
Where appropriate, I am able to take part in decisions that affect my job	69 	69%	-2	0	-5 	0
I am clear what my duties and responsibilities are	79 	79%	+5 	-1	-2	+1
I am satisfied with the recognition I receive for doing a good job	68 	68%	+3	+2	-2	+2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	65 	65%	-3	+14 	+11 	+13 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	84 	84%	+4	+10 	+4	+6 
I am satisfied with the stability and security of my job	88 	88%	-3	+6 	+8 	+13 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	90 	90%	+2	+12 	+5 	+9 

## 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 52%; background-color: #004d00; color: white; text-align: center;">52</div><div style="width: 34%; background-color: #f0c000; color: black; text-align: center;">34</div><div style="width: 15%; background-color: #e91e63; color: white; text-align: center;">15</div></div>	52%	-1	-10 ↓	-5 ↓	-2
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: 82%; background-color: #004d00; color: white; text-align: center;">82</div><div style="width: 14%; background-color: #f0c000; color: black; text-align: center;">14</div><div style="width: 4%; background-color: #e91e63; color: white; text-align: center;">4</div></div>	82%	-3	-10 ↓	-10 ↓	-9 ↓
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 81%; background-color: #004d00; color: white; text-align: center;">81</div><div style="width: 17%; background-color: #f0c000; color: black; text-align: center;">17</div><div style="width: 2%; background-color: #e91e63; color: white; text-align: center;">2</div></div>	81%	-6 ↓	-4	-3	-1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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## What best describes your current workload?

Well above capacity - too much work	<div style="width: 17%; background-color: #004d00;"></div>	17%	-2	-6 ↓	-4	-9 ↓
Slightly above capacity - lots of work to do	<div style="width: 43%; background-color: #004d00;"></div>	43%	-1	+3	+2	+3
At capacity - about the right amount of work to do	<div style="width: 32%; background-color: #004d00;"></div>	32%	-2	+2	+2	+5 ↑
Slightly below capacity - available for more work	<div style="width: 7%; background-color: #004d00;"></div>	7%	+5 ↑	+2	+1	+1
Well below capacity - not enough work	<div style="width: 1%; background-color: #004d00;"></div>	1%	+1	-1	-1	-1

**KEY**

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR




Positive Neutral Negative







2023 APS Employee Census

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# INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		72%	-7↓	-8↓	-9↓	-4
My supervisor actively ensures that everyone can be included in workplace activities		83%	+2	-1	-1	+1
I receive the respect I deserve from my colleagues at work		80%	+3	-1	-2	+1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		22%	-3	+8↑	+8↑	+8↑
Flexible hours of work		30%	-2	+2	-5↓	-1
Compressed work week		0%	0	-3	-3	-5↓
Job sharing		0%	-1	0	0	-1
Working away from the office/working from home		75%	-10↓	+18↑	+6↑	+9↑
None of the above		12%	+6↑	-14↓	-5↓	-7↓

**KEY**

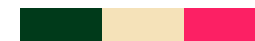


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		64	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
					-1	0	-2	+1	
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	76	16	8	76%	-8↓	-4	-7↓	-4
	My immediate supervisor encourages me to come up with new or better ways of doing things	69	21	10	69%	-1	-3	-6↓	-3
	People are recognised for coming up with new and innovative ways of working	60	25	15	60%	+4	+2	0	+8↑
	My agency inspires me to come up with new or better ways of doing things	52	33	14	52%	-1	+3	-1	+4
	My agency recognises and supports the notion that failure is a part of innovation	35	42	23	35%	-8↓	-4	-4	+1

### 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		70	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	67	28	67%	-6 ↓	+3	-1	+4	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	66	23	11	66%	-10 ↓	+3	0	+2
	My agency does a good job of promoting health and wellbeing	60	30	10	60%	-19 ↓	-3	-6 ↓	-1
	I think my agency cares about my health and wellbeing	62	30	8	62%	-12 ↓	+1	-6 ↓	-3
	I believe my immediate supervisor cares about my health and wellbeing	86	11	86%	-2	+1	-2	0	

### 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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## How often do you find your work stressful?

Always		1%	-1	-4	-2	-3
Often		24%	+2	-2	+1	-2
Sometimes		52%	-8↓	+3	+2	+5↑
Rarely		19%	+4	+1	-2	-1
Never		3%	+2	+1	+1	+1

## To what extent is your work emotionally demanding?

To a very large extent		3%	-2	-4	-3	-3
To a large extent		18%	+3	-3	0	-1
Somewhat		36%	-1	-3	-3	-3
To a small extent		32%	+1	+8↑	+5↑	+7↑
To a very small extent		11%	-1	+2	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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree		6%	-3	-3	-2	-4
Agree		25%	-1	+1	+3	+1
Neither agree nor disagree		34%	+8 ⬆️	+2	+4	+4
Disagree		28%	-5 ⬇️	-1	-5 ⬇️	-1
Strongly disagree		8%	+2	+1	-1	0
<b>In general, would you say that your health is:</b>						
Excellent		15%	+5 ⬆️	+5 ⬆️	+3	+4
Very good		40%	-1	+6 ⬆️	+4	+5 ⬆️
Good		34%	+2	-4	-3	-4
Fair		9%	-5 ⬇️	-6 ⬇️	-3	-5 ⬇️
Poor		2%	0	-1	-1	-1

## 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		<b>23%</b>	+1	-5 	-7 	-5 
Very good		<b>55%</b>	+1	0	+1	+1
Average		<b>19%</b>	0	+4	+5 	+3
Below average		<b>3%</b>	-2	+1	+1	0
Well below average		<b>1%</b>	0	0	0	0

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

Excellent		<b>14%</b>	-1	-1	-4	+1
Very good		<b>51%</b>	-3	-3	-4	+1
Average		<b>29%</b>	+3	+4	+7 	+1
Below average		<b>5%</b>	+2	+1	+1	0
Well below average		<b>1%</b>	-1	-1	-1	-3

## 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		<b>77%</b>	-9 ↓	-1	-4	-3
My workgroup has the tools and resources we need to perform well		<b>69%</b>	-9 ↓	+10 ↑	+10 ↑	+18 ↑
The people in my workgroup use time and resources efficiently		<b>66%</b>	-1	-10 ↓	-13 ↓	-10 ↓
My workgroup can readily adapt to new priorities and tasks		<b>78%</b>	-1	-5 ↓	-6 ↓	-4
The people in my workgroup cooperate to get the job done		<b>85%</b>	-5 ↓	-3	-5 ↓	-3

**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 SPECIALIST AGENCIES	VARIANCE FROM SMALL 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		9%	+3	-1	+1	-1
I want to leave my position within the next 12 months		23%	-6 ↓	-2	0	0
I want to stay working in my position for the next one to two years		46%	+7 ↑	+8 ↑	+5 ↑	+8 ↑
I want to stay working in my position for at least the next three years		23%	-4	-6 ↓	-6 ↓	-7 ↓
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		2%	-4	-3	-2	-2
I am pursuing another position within my agency		11%	+5 ↑	-30 ↓	-15 ↓	-6 ↓
I am pursuing a position in another agency		39%	+4	+11 ↑	+4	-6 ↓
I am pursuing work outside the APS		20%	-3	+9 ↑	+4	+5 ↑
It is the end of my non-ongoing, casual or contracted employment		7%	-2	+4	+2	+2
Other		20%	+1	+8 ↑	+8 ↑	+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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
There are a lack of future career opportunities in my agency	13%	-	-	-	-
I do not have a sense of belonging to my workgroup or agency	13%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	10%	-	-	-	-
I am not satisfied with the work	10%	-	-	-	-
I am looking to further my skills in another area	10%	-	-	-	-

## 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL 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		8%	0	-3	0	-2
No		92%	0	+3	0	+2
Did this discrimination occur in your current agency?						
Yes		100%	+30	+8	+10	+9
No		0%	-30	-8	-10	-9
Basis for the discrimination that you experienced (3 highest responses):						
Age		45%	-	-	-	-
Gender		27%	-	-	-	-
Race		27%	-	-	-	-

## 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 SPECIALIST AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		3%	-1	-7↓	-5↓	-8↓
No		90%	+1	+6↑	+3	+7↑
Not sure		6%	0	+1	+2	0

Did you report the harassment or bullying?

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

# 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL 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%	+1	0	0	-2
No		92%	+1	+2	+1	+6
Not sure		3%	0	0	0	-2
Would prefer not to answer		1%	-1	-1	-1	-2

## 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	55%
Non-binary	0%
I use a different term	1%
Prefer not to say	5%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	5%
No	95%

Do you have an ongoing disability?	Responses
Yes	9%
No	91%

Do you have carer responsibilities?	Responses
Yes	42%
No	58%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	7%
No	93%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	71%
Australian Aboriginal and/or Torres Strait Islander	4%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	10%
North-West European (excluding Anglo-European)	1%
Southern and Eastern European	9%
South-East Asian	9%
North-East Asian	3%
Southern and Central Asian	3%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	7%
No	78%
Not sure	15%

# AGENCY POSITION



## AGENCY POSITION

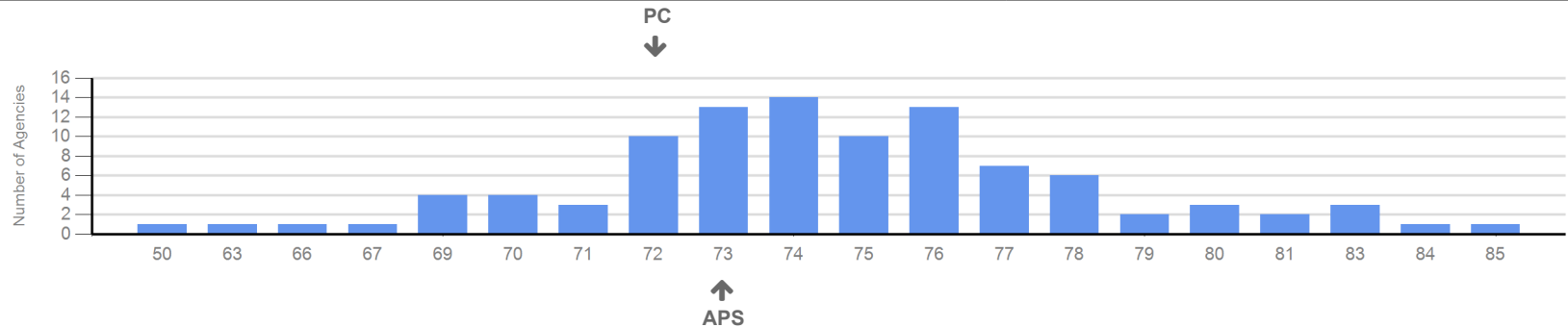
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

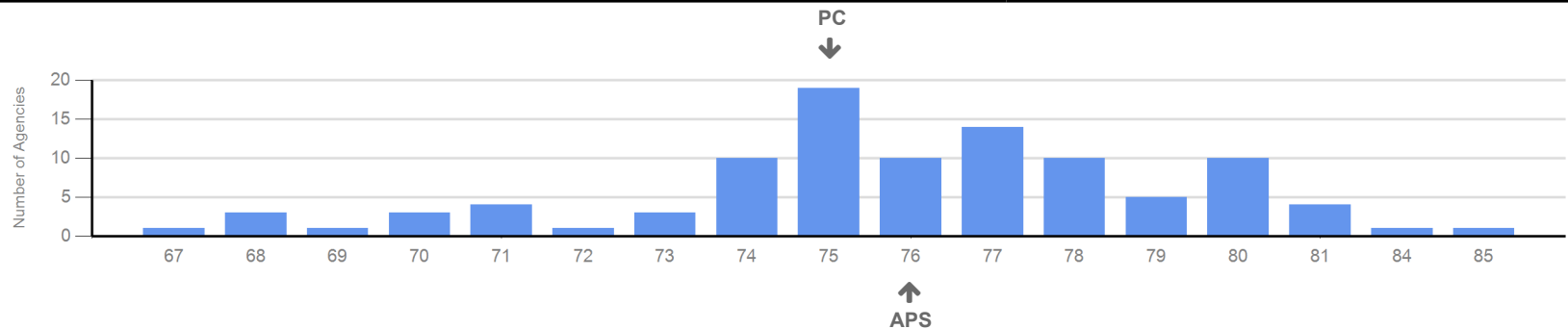
### Employee Engagement Index

Ranking : 81st of 100



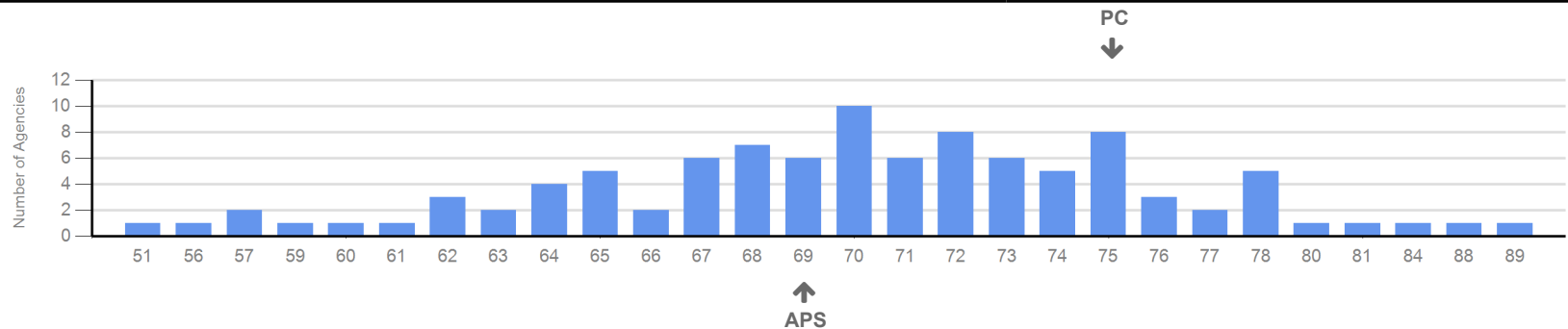
### Leadership – Immediate Supervisor Index

Ranking : 57th of 100



### Leadership – SES Manager Index

Ranking : 21st of 100



# AGENCY POSITION



## AGENCY POSITION

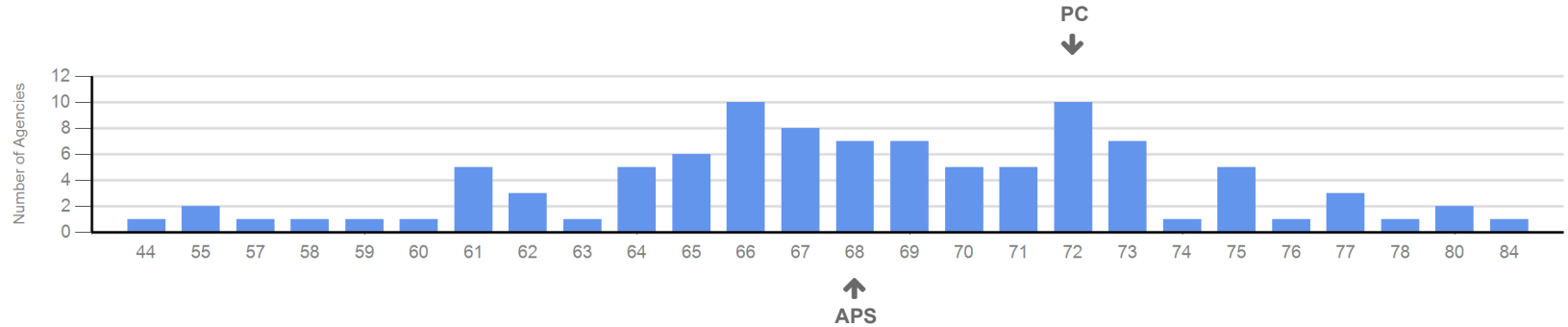
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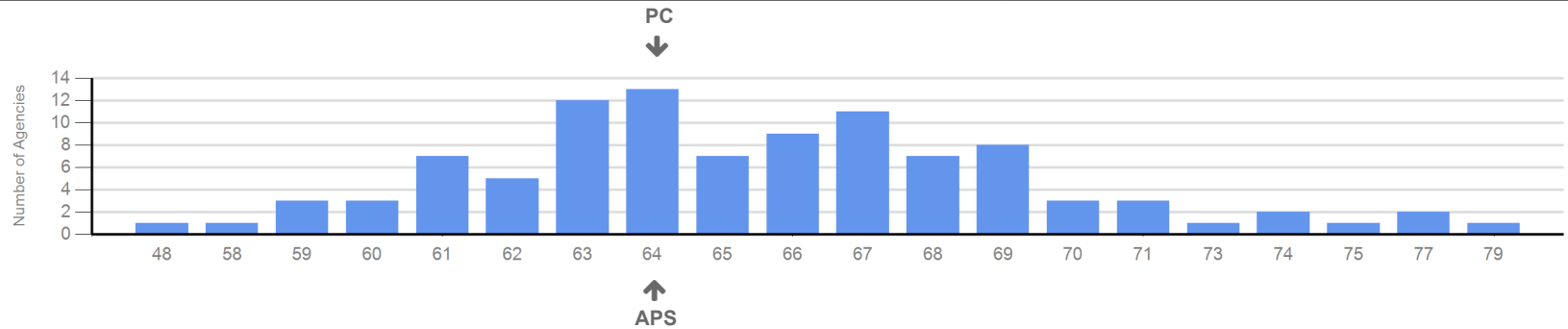
### Communication Index

Ranking : 29th of 100



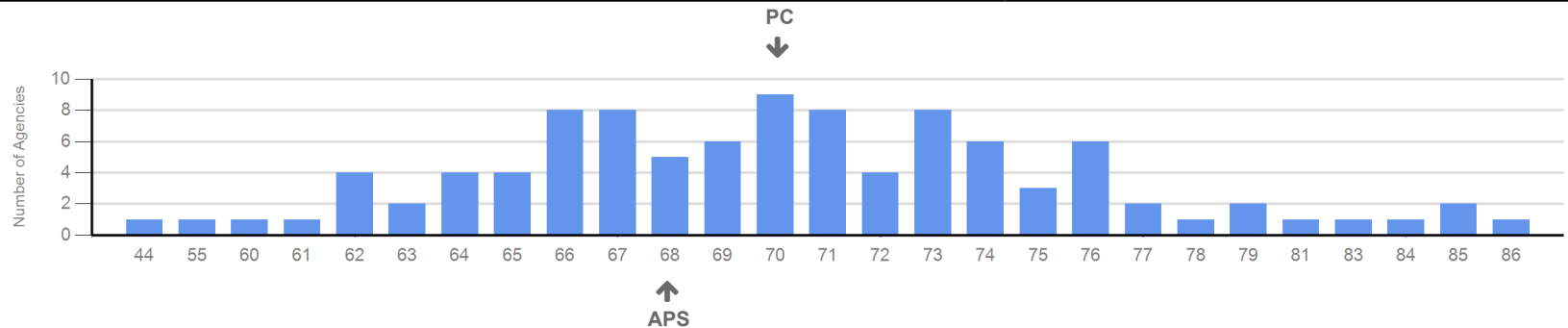
### Enabling Innovation Index

Ranking : 59th of 100



### Wellbeing Policies and Support Index

Ranking : 49th 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>.1</b> Internal communication within my agency is effective			<b>54%</b>	-18	-2	-3	+7
<b>.2</b> In my agency, communication between SES and other employees is effective			<b>50%</b>	-16	-3	-3	+4
<b>.3</b> Change is managed well in my agency			<b>37%</b>	-9	-6	-4	+2
<b>.4</b> My agency supports and actively promotes an inclusive workplace culture			<b>72%</b>	-7	-8	-9	-4
<b>.5</b> Where appropriate, I am able to take part in decisions that affect my job			<b>69%</b>	-2	0	-5	0
<b>.6</b> In my agency, the SES clearly articulate the direction and priorities for our agency			<b>48%</b>	-19	-15	-14	-6



# PC SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
My SES works to ensure workloads are manageable	53	28	18	53%	-
I am able to maintain a healthy balance between work and my personal life	63	26	11	63%	-
Leaders in my agency demonstrate a commitment to collaboration and strengthening connections across branches, divisions and external stakeholders	49	30	21	49%	-
There are clear career development opportunities in my agency	40	23	37	40%	-
The PC has a diverse and inclusive culture and workplace	68	21	10	68%	-
I am aware of how to raise concerns about inappropriate workplace behaviour	80	12	8	80%	-
I feel supported to raise concerns about inappropriate workplace behaviour	66	22	12	66%	-
During the last two (2) years, have you participated in cultural awareness training specifically relating to Aboriginal and/or Torres Strait Islander people?	72		22	72%	-
My agency understands, and is actively demonstrating, its commitment to implement Priority Reforms under the National Agreement on Closing the Gap?	72	22		72%	-
Please rate your level of confidence engaging with Aboriginal and/or Torres Strait Islander people and their communities in the course of your work	59		38	59%	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# PC SPECIFIC QUESTIONS

	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022
Please rate your level of confidence in developing policy options with and for Aboriginal and/or Torres Strait Islander people and their communities	55	43	55%	-

## 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?

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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.

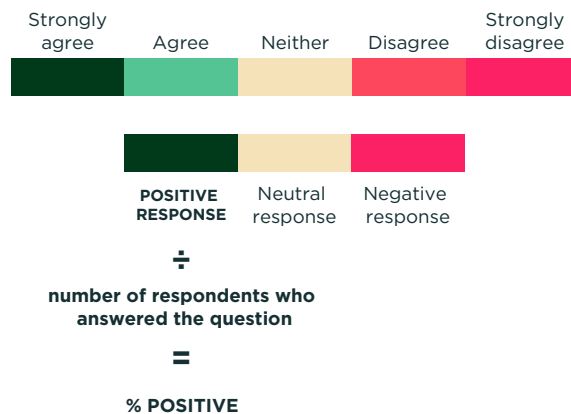
PRIORITISE 3 AREAS TO TAKE FORWARD

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

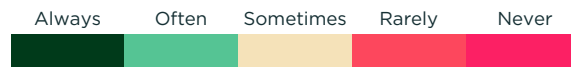
# GUIDE TO THIS REPORT

## % POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE" 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.