



## Highlights Report OTA



CONTENT	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and Change	6
Workplace Conditions	7
Inclusion	9
Enabling Innovation	10
Wellbeing Policies and Support	11
Wellbeing	12
Performance	14
Retention	16
Unacceptable Behaviour	17
Demographics	20
Time to Take Action	22
Guide to this Report	23

RESPONSES:
25 of 26

RESPONSE RATE:
96%

# 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  $\pm 5$  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		86	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	92	8	92%	+21 ↑	+18 ↑	+16 ↑	+17 ↑
	I am proud to work in my agency	100		100%	0	+24 ↑	+17 ↑	+21 ↑
	I would recommend my agency as a good place to work	100		100%	+21 ↑	+31 ↑	+26 ↑	+34 ↑
	I believe strongly in the purpose and objectives of my agency	100		100%	0	+16 ↑	+11 ↑	+11 ↑
STAY	I feel a strong personal attachment to my agency	88	13	88%	+16 ↑	+27 ↑	+20 ↑	+27 ↑
	I feel committed to my agency's goals	100		100%	+7 ↑	+17 ↑	+13 ↑	+14 ↑
STRIVE	I suggest ideas to improve our way of doing things	100		100%	+7 ↑	+13 ↑	+10 ↑	+8 ↑
	I am happy to go the 'extra mile' at work when required	100		100%	+7 ↑	+9 ↑	+8 ↑	+7 ↑
	I work beyond what is required in my job to help my agency achieve its objectives	83	17	83%	-10 ↓	+2	+1	+1
	My agency really inspires me to do my best work every day	83	17	83%	+19 ↑	+26 ↑	+22 ↑	+24 ↑

### 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	78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				0	+2	+2	+2

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	88	12	88%	+3	+9 ⬆	+9 ⬆	+10 ⬆
	My supervisor can deliver difficult advice whilst maintaining relationships	72	28	72%	-14 ⬇	-7 ⬇	-6 ⬇	-6 ⬇
	My supervisor invites a range of views, including those different to their own	92		92%	+6 ⬆	+10 ⬆	+9 ⬆	+7 ⬆
	My supervisor encourages my team to regularly review and improve our work	88	12	88%	-5 ⬇	+7 ⬆	+8 ⬆	+5 ⬆
	My supervisor is invested in my development	84	16	84%	+13 ⬆	+8 ⬆	+9 ⬆	+9 ⬆
	My supervisor ensures that my workgroup delivers on what we are responsible for	88	8	88%	+2	+1	+1	+1

### Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	88	8	88%	+17 ⬆	+10 ⬆	+12 ⬆	+11 ⬆
	My supervisor actively ensures that everyone can be included in workplace activities	84	12	84%	-	0	+1	0

### 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		84	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SES Manager	My SES manager clearly articulates the direction and priorities for our area	92	8	92%	+38 ↑	+23 ↑	+23 ↑	+25 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	92	8	92%	+32 ↑	+30 ↑	+27 ↑	+22 ↑
	My SES manager promotes cooperation within and between agencies	100		100%	+20 ↑	+33 ↑	+31 ↑	+27 ↑
	My SES manager encourages innovation and creativity	92	8	92%	+18 ↑	+26 ↑	+25 ↑	+23 ↑
	My SES manager creates an environment that enables us to deliver our best	92	8	92%	+38 ↑	+27 ↑	+26 ↑	+24 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	96		96%	+23 ↑	+22 ↑	+20 ↑	+19 ↑
Other similar questions								
All SES	In my agency, the SES work as a team	83	17	83%	+54 ↑	+29 ↑	+31 ↑	+26 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	88	13	88%	+23 ↑	+24 ↑	+26 ↑	+28 ↑
	In my agency, communication between SES and other employees is effective	79	21	79%	+22 ↑	+25 ↑	+27 ↑	+25 ↑
<b>KEY</b> <span>↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</span> <span>↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</span> <span>Positive Neutral Negative</span>								

# 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	79	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				+12 ↑	+11 ↑	+11 ↑	+11 ↑

Communication	Communication						
	My supervisor communicates effectively	88	8	88%	+9 ↑	+7 ↑	+7 ↑
	My SES manager communicates effectively	96		96%	+49 ↑	+26 ↑	+25 ↑
	Internal communication within my agency is effective	96		96%	+24 ↑	+38 ↑	+39 ↑

### Other similar questions

Change	Change						
	When changes occur, the impacts are communicated well within my workgroup	72	20	8	72%	+8 ↑	+3
	Staff are consulted about change at work	75	25		75%	+18 ↑	+25 ↑
	Change is managed well in my agency	58	33	8	58%	+15 ↑	+14 ↑

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR








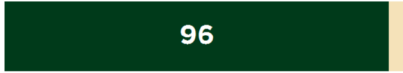



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	88 	88%	-12 ⬇	+9 ⬆	+6 ⬆	+4
I have a choice in deciding how I do my work	92 	92%	+13 ⬆	+28 ⬆	+16 ⬆	+18 ⬆
Where appropriate, I am able to take part in decisions that affect my job	92 	92%	+13 ⬆	+22 ⬆	+17 ⬆	+15 ⬆
I am clear what my duties and responsibilities are	83 	83%	+12 ⬆	+3	+1	+5 ⬆
I am satisfied with the recognition I receive for doing a good job	84 	84%	-2	+17 ⬆	+14 ⬆	+13 ⬆
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	80 	80%	+9 ⬆	+19 ⬆	+21 ⬆	+13 ⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	100 	100%	+14 ⬆	+24 ⬆	+18 ⬆	+22 ⬆
I am satisfied with the stability and security of my job	96 	96%	+17 ⬆	+15 ⬆	+18 ⬆	+15 ⬆
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	100 	100%	0	+22 ⬆	+15 ⬆	+18 ⬆

## 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 EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	46 54	46%	-11⬇️	-16⬇️	-10⬇️	-7⬇️
I understand how my role contributes to achieving an outcome for the Australian public	96	96%	-4	+4	+3	+4
I believe strongly in the purpose and objectives of the APS	88 13	88%	-13⬇️	+3	+4	+4

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
--	----------------	---	--------------------	---------------------------	-----------------------------------	--

## What best describes your current workload?

Well above capacity - too much work		38%	+2	+14⬆️	+14⬆️	+12⬆️
Slightly above capacity - lots of work to do		42%	-8⬇️	+1	+2	-1
At capacity - about the right amount of work to do		17%	+10⬆️	-13⬇️	-13⬇️	-10⬇️
Slightly below capacity - available for more work		4%	-3	-2	-2	0
Well below capacity - not enough work		0%	0	-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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	<div><div>92</div><div>8</div></div>	92%	+13 ⬆	+13 ⬆	+12 ⬆	+17 ⬆
My supervisor actively ensures that everyone can be included in workplace activities	<div><div>84</div><div>12</div></div>	84%	-	0	+1	0
I receive the respect I deserve from my colleagues at work	<div><div>88</div><div>13</div></div>	88%	+16 ⬆	+6 ⬆	+6 ⬆	+7 ⬆

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div><div></div></div>	16%	-11 ⬆	+2	+1	0
Flexible hours of work	<div><div></div></div>	40%	+13 ⬆	+14 ⬆	+5 ⬆	+12 ⬆
Compressed work week	<div><div></div></div>	16%	+16 ⬆	+13 ⬆	+13 ⬆	+14 ⬆
Job sharing	<div><div></div></div>	0%	0	0	0	0
Working away from the office/working from home	<div><div></div></div>	68%	-19 ⬆	+13 ⬆	+1	0
None of the above	<div><div></div></div>	12%	+5 ⬆	-15 ⬆	-6 ⬆	-5 ⬆

## 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	69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	88	8	88%	-5 ↓	+6 ↑	+2	+2
	My immediate supervisor encourages me to come up with new or better ways of doing things	79	21	79%	-14 ↓	+6 ↑	+3	+1
	People are recognised for coming up with new and innovative ways of working	71	21 8	71%	-15 ↓	+11 ↑	+11 ↑	+14 ↑
	My agency inspires me to come up with new or better ways of doing things	67	29	67%	+17 ↑	+15 ↑	+11 ↑	+12 ↑
	My agency recognises and supports the notion that failure is a part of innovation	38	58	38%	-5 ↓	-2	-3	-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		81	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					-5 ↓	+12 ↑	+9 ↑	+10 ↑
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	88	13	88%	+2	+23 ↑	+20 ↑	+22 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	92	8	92%	-8 ↓	+28 ↑	+24 ↑	+29 ↑
	My agency does a good job of promoting health and wellbeing	83	13	83%	-10 ↓	+20 ↑	+16 ↑	+22 ↑
	I think my agency cares about my health and wellbeing	92	8	92%	-1	+30 ↑	+23 ↑	+22 ↑
	I believe my immediate supervisor cares about my health and wellbeing	96		96%	+3	+10 ↑	+8 ↑	+8 ↑

### 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 EXTRA SMALL SIZED AGENCIES
How often do you find your work stressful?						
Always		0%	0	-5 ⬇	-4	-4
Often	<div></div>	8%	-20 ⬇	-18 ⬇	-16 ⬇	-16 ⬇
Sometimes	<div></div>	75%	+25 ⬆	+25 ⬆	+25 ⬆	+26 ⬆
Rarely	<div></div>	17%	-5 ⬇	-1	-4	-4
Never		0%	0	-2	-2	-2
To what extent is your work emotionally demanding?						
To a very large extent	<div></div>	4%	+4	-3	-2	-2
To a large extent	<div></div>	17%	-5 ⬇	-4	-2	-2
Somewhat	<div></div>	50%	+7 ⬆	+11 ⬆	+11 ⬆	+12 ⬆
To a small extent	<div></div>	21%	-15 ⬇	-3	-5 ⬇	-4
To a very small extent	<div></div>	8%	+8 ⬆	-1	-3	-4

## 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 EXTRA SMALL SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree		0%	-14 ↓	-8 ↓	-8 ↓	-8 ↓
Agree	<div></div>	17%	+2	-8 ↓	-6 ↓	-4
Neither agree nor disagree	<div></div>	33%	-2	+2	+4	+3
Disagree	<div></div>	46%	+17 ↑	+16 ↑	+14 ↑	+13 ↑
Strongly disagree	<div></div>	4%	-3	-3	-4	-5 ↓
<b>In general, would you say that your health is:</b>						
Excellent	<div></div>	8%	-6 ↓	-2	-3	-4
Very good	<div></div>	42%	+27 ↑	+7 ↑	+6 ↑	+2
Good	<div></div>	42%	-15 ↓	+4	+5 ↑	+8 ↑
Fair	<div></div>	8%	-6 ↓	-6 ↓	-6 ↓	-4
Poor		0%	0	-3	-3	-2

## 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 EXTRA SMALL SIZED AGENCIES
----------------	---	--------------------	---------------------------	-----------------------------------	--

In the last month, please rate your workgroup's overall performance

Excellent	<div></div>	21%	-22↓	-7↓	-8↓	-10↓
Very good	<div></div>	75%	+18↑	+20↑	+20↑	+23↑
Average	<div></div>	4%	+4	-10↓	-9↓	-10↓
Below average		0%	0	-2	-2	-2
Well below average		0%	0	-1	-1	0

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

Excellent	<div></div>	9%	-6↓	-8↓	-9↓	-12↓
Very good	<div></div>	78%	+28↑	+23↑	+23↑	+29↑
Average	<div></div>	13%	-23↓	-11↓	-9↓	-12↓
Below average		0%	0	-4	-3	-4
Well below average		0%	0	-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 EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	92	92%	-1	+12 ↑	+10 ↑	+7 ↑
My workgroup has the tools and resources we need to perform well	72 24	72%	+1	+10 ↑	+13 ↑	+10 ↑
The people in my workgroup use time and resources efficiently	96	96%	+3	+19 ↑	+17 ↑	+17 ↑
My workgroup can readily adapt to new priorities and tasks	96	96%	+3	+11 ↑	+11 ↑	+10 ↑
The people in my workgroup cooperate to get the job done	92 8	92%	-8 ↓	+3	+2	+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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL 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		0%	-7↓	-9↓	-8↓	-10↓
I want to leave my position within the next 12 months	<div></div>	13%	-30↓	-11↓	-10↓	-13↓
I want to stay working in my position for the next one to two years	<div></div>	67%	+31↑	+30↑	+27↑	+25↑
I want to stay working in my position for at least the next three years	<div></div>	21%	+7↑	-9↓	-9↓	-2

What best describes your plans involved with leaving your current position?

I am planning to retire	The data for this question has been hidden for anonymity reasons.
I am pursuing another position within my agency	The data for this question has been hidden for anonymity reasons.
I am pursuing a position in another agency	The data for this question has been hidden for anonymity reasons.
I am pursuing work outside the APS	The data for this question has been hidden for anonymity reasons.
It is the end of my non-ongoing, casual or contracted employment	The data for this question has been hidden for anonymity reasons.
Other	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 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 EXTRA  
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	0%	0	-10 ↓	-8 ↓	-8 ↓
-----	----	---	-------	------	------

No	100%	0	+10 ↑	+8 ↑	+8 ↑
----	------	---	-------	------	------

Did this discrimination occur in your current agency?

Yes	The data for this question has been hidden for anonymity reasons.
-----	---

No	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 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 EXTRA SMALL SIZED AGENCIES

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

Yes		0%	0	-10 ↓	-8 ↓	-8 ↓
No		100%	+7 ↑	+15 ↑	+13 ↑	+13 ↑
Not sure		0%	-7 ↓	-5 ↓	-5 ↓	-6 ↓

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 2021

VARIANCE  
FROM APS  
OVERALL

VARIANCE  
FROM  
SPECIALIST  
AGENCIES

VARIANCE  
FROM EXTRA  
SMALL SIZED  
AGENCIES

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		0%	0	-3	-3	-6 ↓
No		100%	+7 ↑	+9 ↑	+9 ↑	+14 ↑
Not sure		0%	-7 ↓	-4	-4	-4
Would prefer not to answer		0%	0	-2	-2	-4

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

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male	<div></div>	28%	+1	-9↓	-12↓	-3
Woman or female	<div></div>	72%	+5↑	+13↑	+16↑	+7↑
Non-binary		0%	0	0	-1	-1
I use a different term		0%	0	0	0	0
Prefer not to say		0%	-7↓	-3	-3	-3
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		0%	0	-4	-2	-1
No	<div></div>	100%	0	+4	+2	+1
Do you have an ongoing disability?						
Yes		0%	-7↓	-10↓	-8↓	-7↓
No	<div></div>	100%	+7↑	+10↑	+8↑	+7↑

## KEY



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 EXTRA SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes	<div></div>	44%	-3	+2	+4	+4
No	<div></div>	56%	+3	-2	-4	-4
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?						
Yes		0%	0	-8 ↓	-9 ↓	-11 ↓
No	<div></div>	100%	0	+8 ↑	+9 ↑	+11 ↑
In which country were you born?						
Australia	<div></div>	92%	+5 ↑	+15 ↑	+16 ↑	+13 ↑
Other country	<div></div>	8%	-5 ↓	-15 ↓	-16 ↓	-13 ↓
Do you speak a language other than English at home?						
No, English only	<div></div>	88%	+1	+8 ↑	+7 ↑	+3
Yes, other	<div></div>	12%	-1	-8 ↓	-7 ↓	-3

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# 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.

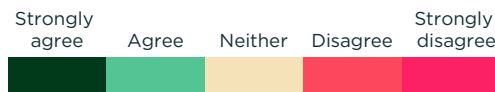
PRIORITISE 3 AREAS TO TAKE FORWARD

	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") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

## 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 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.