



Highlights Report MoAD



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RESPONSES:
57 of 79

RESPONSE RATE:
72%

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		79	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES	
SAY	Overall, I am satisfied with my job	77	16	7	77%	-10 ↓	+4	+4	+3
	I am proud to work in my agency	95			95%	0	+19 ↑	+14 ↑	+13 ↑
	I would recommend my agency as a good place to work	87	7		87%	-3	+19 ↑	+26 ↑	+15 ↑
	I believe strongly in the purpose and objectives of my agency	93			93%	+1	+9 ↑	+9 ↑	+3
STAY	I feel a strong personal attachment to my agency	84	13		84%	-5 ↓	+24 ↑	+14 ↑	+20 ↑
	I feel committed to my agency's goals	93			93%	+4	+10 ↑	+12 ↑	+6 ↑
STRIVE	I suggest ideas to improve our way of doing things	91	7		91%	-5 ↓	+5 ↑	+2	-2
	I am happy to go the 'extra mile' at work when required	91	9		91%	-8 ↓	+1	+3	-1
	I work beyond what is required in my job to help my agency achieve its objectives	80	16		80%	-10 ↓	0	+2	0
	My agency really inspires me to do my best work every day	81	11	7	81%	0	+24 ↑	+27 ↑	+19 ↑

KEY

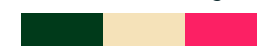


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	82	7 11	82%	-8 ↓	+3	+7 ↑	+3
	My supervisor can deliver difficult advice whilst maintaining relationships	80	11 9	80%	-6 ↓	+2	+7 ↑	+4
	My supervisor invites a range of views, including those different to their own	78	15 7	78%	-10 ↓	-3	+1	-4
	My supervisor encourages my team to regularly review and improve our work	82	13	82%	-10 ↓	+1	+9 ↑	+3
	My supervisor is invested in my development	82	13	82%	-2	+6 ↑	+9 ↑	+5 ↑
	My supervisor ensures that my workgroup delivers on what we are responsible for	93		93%	-3	+6 ↑	+10 ↑	+7 ↑
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	78	13 9	78%	-6 ↓	+1	+6 ↑	+4
	My immediate supervisor encourages me	84	7 9	84%	+2	+8 ↑	+11 ↑	+7 ↑
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	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SES Manager	My SES manager clearly articulates the direction and priorities for our area	The data for this question has been hidden for anonymity reasons.				
	My SES manager presents convincing arguments and persuades others towards an outcome	The data for this question has been hidden for anonymity reasons.				
	My SES manager promotes cooperation within and between agencies	The data for this question has been hidden for anonymity reasons.				
	My SES manager encourages innovation and creativity	The data for this question has been hidden for anonymity reasons.				
	My SES manager creates an environment that enables us to deliver our best	The data for this question has been hidden for anonymity reasons.				
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	The data for this question has been hidden for anonymity reasons.				
	Other similar questions					
	In my agency, the SES work as a team	The data for this question has been hidden for anonymity reasons.				
	In my agency, the SES clearly articulate the direction and priorities for our agency	The data for this question has been hidden for anonymity reasons.				
	In my agency, communication between SES and other employees is effective	The data for this question has been hidden for anonymity reasons.				
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	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	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	73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					0	+4	+10	+5

Communication	My supervisor communicates effectively	80	9 11	80%	-10	0	+4	+2
	My SES manager communicates effectively	The data for this question has been hidden for anonymity reasons.						
	Internal communication within my agency is effective	64	25 11	64%	-5	+7	+24	+7

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	79	9 13	79%	-4	+11	+15	+7
	Staff are consulted about change at work	58	29 13	58%	0	+9	+17	+7
	Change is managed well in my agency	53	25 22	53%	-3	+10	+23	+5

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 EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		89%	-5↓	+11↑	+7↑	+9↑
I have a choice in deciding how I do my work		65%	-15↓	+1	-8↓	-8↓
Where appropriate, I am able to take part in decisions that affect my job		86%	-1	+17↑	+16↑	+10↑
I am clear what my duties and responsibilities are		78%	-4	-2	-1	-2
I am satisfied with the recognition I receive for doing a good job		80%	-3	+14↑	+16↑	+8↑
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		52%	-11↓	0	+8↑	-10↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		84%	-3	+10↑	+13↑	+8↑
I am satisfied with the stability and security of my job		70%	-8↓	-12↓	+1	-12↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		91%	+5↑	+12↑	+16↑	+12↑

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 EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	36 51 13	36%	-5↓	-25↓	-7↓	-18↓
I understand how my role contributes to achieving an outcome for the Australian public	93	93%	+3	+1	+2	+1
I believe strongly in the purpose and objectives of the APS	78 18	78%	+1	-6↓	+4	-5↓

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity - too much work	29%	29%	+2	+5↑	+2	+7↑
Slightly above capacity - lots of work to do	45%	45%	-7↓	+5↑	+7↑	+3
At capacity - about the right amount of work to do	18%	18%	-1	-11↓	-9↓	-9↓
Slightly below capacity - available for more work	7%	7%	+6↑	+2	+1	+1
Well below capacity - not enough work	0%	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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		84%	-8↓	+4	+13↑	+4
My supervisor actively ensures that everyone can be included in workplace activities		89%	+1	+6↑	+9↑	+6↑
I receive the respect I deserve from my colleagues at work		80%	-7↓	-1	+4	-1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		23%	0	+10↑	+9↑	+4
Flexible hours of work		27%	0	-1	-4	-3
Compressed work week		2%	+2	-2	0	-2
Job sharing		0%	0	0	0	0
Working away from the office/working from home		32%	-2	-25↓	-5↓	-31↓
None of the above		36%	+3	+10↑	-1	+16↑

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		71	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION 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	85	11	85%	-3	+6 ↑	+4	+1	
	My immediate supervisor encourages me to come up with new or better ways of doing things	85	9	85%	-4	+13 ↑	+13 ↑	+10 ↑	
	People are recognised for coming up with new and innovative ways of working	78	22	78%	+6 ↑	+20 ↑	+29 ↑	+18 ↑	
	My agency inspires me to come up with new or better ways of doing things	60	31	9	60%	-14 ↓	+10 ↑	+12 ↑	+4
	My agency recognises and supports the notion that failure is a part of innovation	52	41	7	52%	0	+13 ↑	+20 ↑	+9 ↑

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		74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	69	20	11	69%	-11 ↓	+5 ↑	+14 ↑	+1
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	70	22	7	70%	-9 ↓	+8 ↑	+15 ↑	+5 ↑
	My agency does a good job of promoting health and wellbeing	65	22	13	65%	-12 ↓	+2	+11 ↑	+1
	I think my agency cares about my health and wellbeing	81	17		81%	-3	+21 ↑	+25 ↑	+10 ↑
	I believe my immediate supervisor cares about my health and wellbeing	85	9		85%	-10 ↓	0	+1	-2

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 EXTRA SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		2%	-4	-3	-3	-2
Often		27%	+5 	+1	+2	+5 
Sometimes		45%	-8 	-4	-3	-3
Rarely		24%	+7 	+5 	+5 	+1
Never		2%	0	0	0	-1

To what extent is your work emotionally demanding?

To a very large extent		5%	-2	-2	-1	0
To a large extent		18%	-1	-3	-3	+3
Somewhat		36%	+1	-2	-3	-4
To a small extent		29%	+1	+6 	+4	+3
To a very small extent		11%	+2	+2	+2	-2

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 EXTRA SMALL SIZED AGENCIES
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I feel burned out by my work

Strongly agree		9%	-3	+1	0	+1
Agree		18%	+6	-6	-5	-3
Neither agree nor disagree		38%	-4	+7	+8	+10
Disagree		22%	-8	-7	-8	-10
Strongly disagree		13%	+8	+6	+6	+1

In general, would you say that your health is:

Excellent		7%	0	-3	-2	-6
Very good		35%	-2	+1	+5	-2
Good		42%	-1	+4	0	+7
Fair		16%	+3	+2	+1	+4
Poor		0%	0	-3	-4	-3

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 EXTRA SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		40%	-18 ↓	+12 ↑	+13 ↑	+10 ↑
Very good		45%	+8 ↑	-9 ↓	-10 ↓	-9 ↓
Average		11%	+7 ↑	-4	-3	-2
Below average		2%	+2	0	0	0
Well below average		2%	+2	+1	+1	+1

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

Excellent		25%	-16 ↓	+9 ↑	+10 ↑	+4
Very good		62%	+12 ↑	+8 ↑	+10 ↑	+6 ↑
Average		10%	+2	-15 ↓	-15 ↓	-8 ↓
Below average		4%	+2	0	-1	0
Well below average		0%	0	-2	-4	-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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	89	89%	-5 ↓	+11 ↑	+9 ↑	+5 ↑
My workgroup has the tools and resources we need to perform well	55 18 27	55%	-16 ↓	-3	+6 ↑	-8 ↓
The people in my workgroup use time and resources efficiently	82 16	82%	-9 ↓	+6 ↑	+7 ↑	+4
My workgroup can readily adapt to new priorities and tasks	88 11	88%	-5 ↓	+4	+7 ↑	+2
The people in my workgroup cooperate to get the job done	96	96%	+2	+9 ↑	+9 ↑	+6 ↑

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 EXTRA SMALL SIZED AGENCIES
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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		6%	-5 ↓	-4	-2	-5 ↓
I want to leave my position within the next 12 months		20%	-6 ↓	-4	0	-2
I want to stay working in my position for the next one to two years		44%	0	+7 ↑	+3	+1
I want to stay working in my position for at least the next three years		30%	+11 ↑	+1	-2	+5 ↑

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

I am planning to retire		0%	-4	-5 ↓	-5 ↓	-4
I am pursuing another position within my agency		7%	-9 ↓	-34 ↓	-9 ↓	0
I am pursuing a position in another agency		43%	-9 ↓	+16 ↑	+5 ↑	-7 ↓
I am pursuing work outside the APS		36%	+28 ↑	+24 ↑	+19 ↑	+15 ↑
It is the end of my non-ongoing, casual or contracted employment		0%	-8 ↓	-3	-9 ↓	-4
Other		14%	+2	+2	-1	+1

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 EXTRA 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 	25%	-	-	-	-
I have achieved all I can in my current position 	17%	-	-	-	-
I can receive a higher salary elsewhere 	17%	-	-	-	-
I am expected to do more work than I reasonably can 	8%	-	-	-	-
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 EXTRA SMALL SIZED AGENCIES
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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		9%	+2	-1	-2	+1
No		91%	-2	+1	+2	-1

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 2022

VARIANCE FROM APS OVERALL

VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES

VARIANCE FROM EXTRA SMALL SIZED AGENCIES

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

Response	%	Variance from 2022	Variance from APS Overall	Variance from National Cultural Institution Agencies	Variance from Extra Small Sized Agencies
Yes	6%	-5 ↓	-5 ↓	-7 ↓	-4
No	89%	+7 ↑	+5 ↑	+10 ↑	+3
Not sure	6%	-2	0	-2	+1

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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM EXTRA 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		2%	0	-1	-2	-2
No		96%	+1	+6	+11	+7
Not sure		2%	0	-2	-5	-3
Would prefer not to answer		0%	-1	-2	-4	-1

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	26%
Woman or female	68%
Non-binary	4%
I use a different term	0%
Prefer not to say	2%

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	13%
No	88%

Do you have carer responsibilities?	Responses
Yes	32%
No	68%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	38%
No	63%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	89%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	4%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	11%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	0%
South-East Asian	4%
North-East Asian	2%
Southern and Central Asian	2%
North American	2%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	2%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	7%
No	79%
Not sure	14%

AGENCY POSITION



AGENCY POSITION

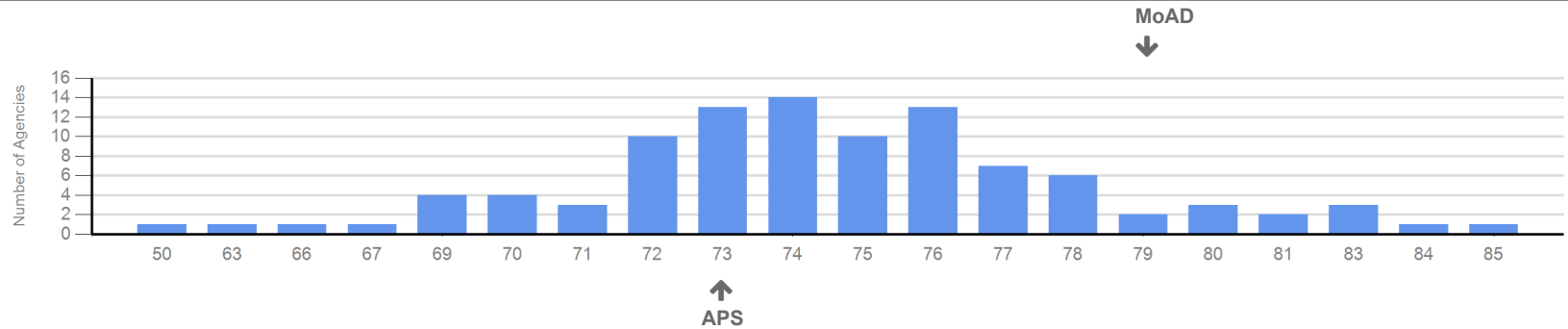
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

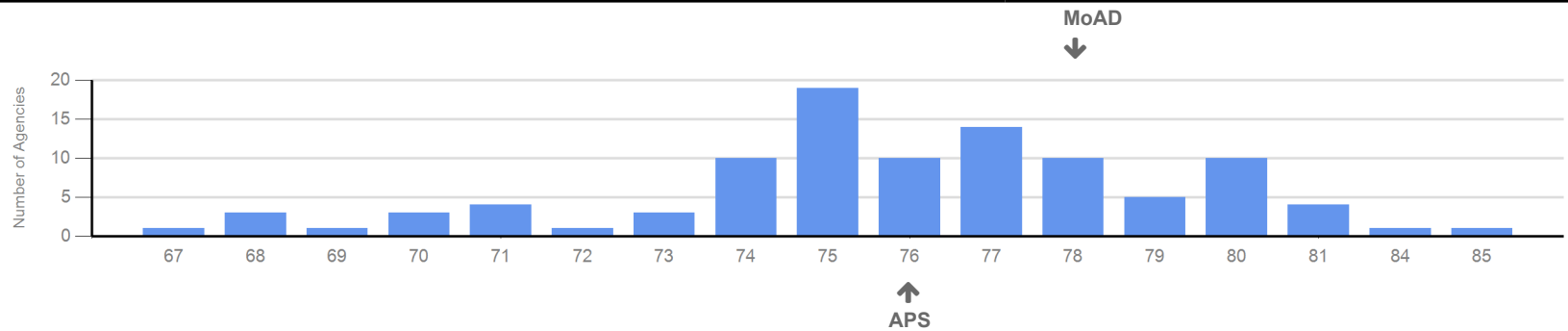
Employee Engagement Index

Ranking : 11th of 100



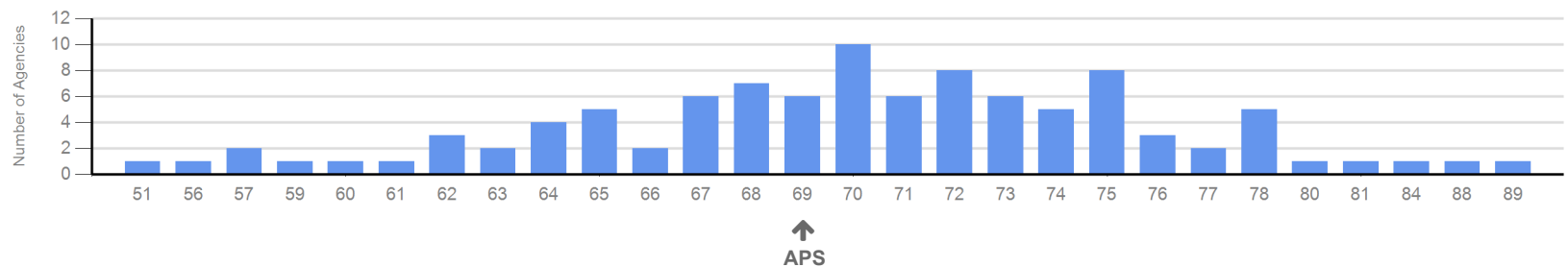
Leadership – Immediate Supervisor Index

Ranking : 29th of 100



Leadership – SES Manager Index

The agency data for this index has been hidden for anonymity reasons.



AGENCY POSITION



AGENCY POSITION

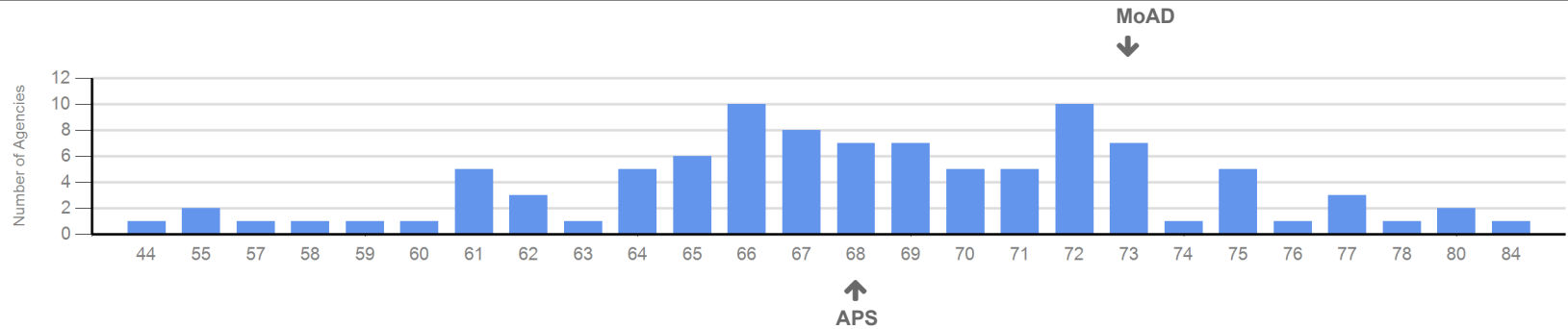
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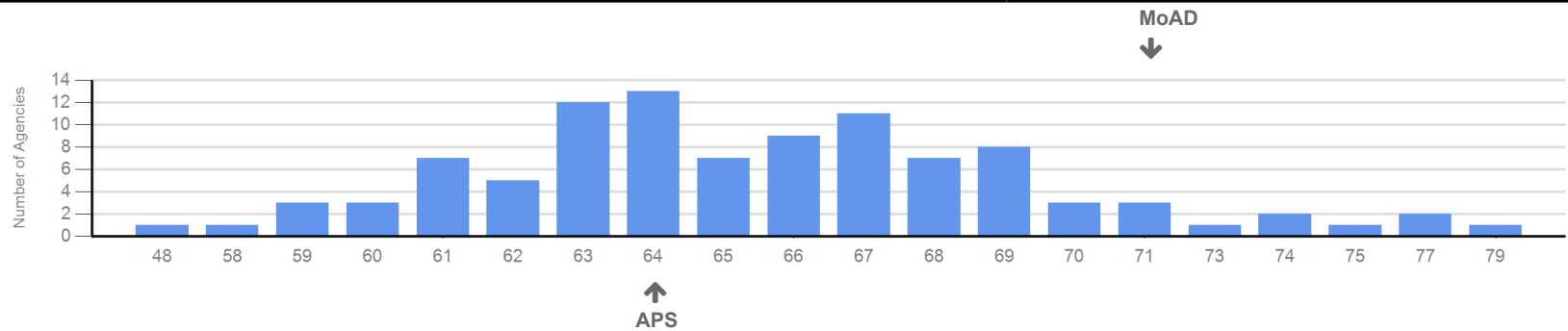
Communication Index

Ranking : 18th of 100



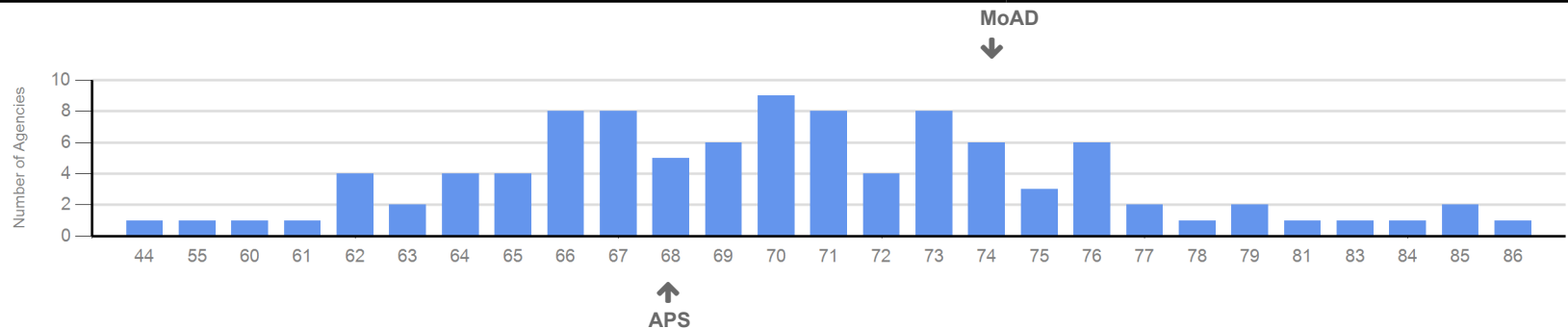
Enabling Innovation Index

Ranking : 10th of 100



Wellbeing Policies and Support Index

Ranking : 25th 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 EXTRA SMALL SIZED AGENCIES
.1	I am satisfied with the recognition I receive for doing a good job			80%	-3	+14	+16	+8
.2	Where appropriate, I am able to take part in decisions that affect my job			86%	-1	+17	+16	+10
.3	Change is managed well in my agency			53%	-3	+10	+23	+5
.4	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS			The data for this question has been hidden for anonymity reasons.				
.5	My workgroup can readily adapt to new priorities and tasks			88%	-5	+4	+7	+2
.6	I believe my immediate supervisor cares about my health and wellbeing			85%	-10	0	+1	-2

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.

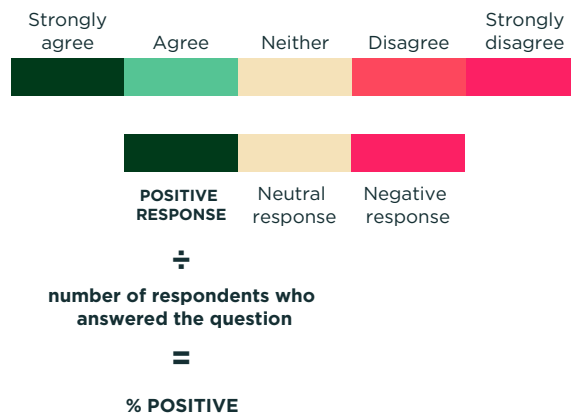
PRIORITISE 3 AREAS TO TAKE FORWARD

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

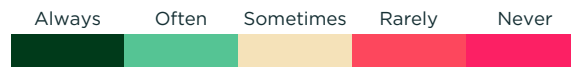
GUIDE TO THIS REPORT

% 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.