



Highlights Report FCA



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RESPONSES:
427 of 1,304

RESPONSE RATE:
33%

EXPLORING YOUR RESULTS



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



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



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



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



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

EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



HOW ENGAGED IS YOUR TEAM?

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

YOUR EMPLOYEE ENGAGEMENT INDEX SCORE		72	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
SAY	Overall, I am satisfied with my job	71	18	11	71%	-4	-3	-5↓ -6↓
	I am proud to work in my agency	77	17		77%	-3	+1	-6↓ -2
	I would recommend my agency as a good place to work	62	21	18	62%	-3	-7↓	-12↓ -12↓
	I believe strongly in the purpose and objectives of my agency	80	14		80%	-4	-4	-9↓ -5↓
STAY	I feel a strong personal attachment to my agency	58	29	13	58%	-5↓	-3	-9↓ -4
	I feel committed to my agency's goals	80	16		80%	-3	-3	-7↓ -4
STRIVE	I suggest ideas to improve our way of doing things	80	17		80%	+1	-6↓	-10↓ -9↓
	I am happy to go the 'extra mile' at work when required	90	8		90%	-5↓	-1	-2 -3
	I work beyond what is required in my job to help my agency achieve its objectives	85	11		85%	-4	+4	+3 +3
	My agency really inspires me to do my best work every day	54	29	16	54%	-1	-3	-7↓ -6↓

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		68	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
					-1	-8 ↓	-8 ↓	-10 ↓

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges		67	18	15	67%	-2	-13 ↓	-12 ↓	-15 ↓
	My supervisor can deliver difficult advice whilst maintaining relationships		66	21	14	66%	-5 ↓	-13 ↓	-12 ↓	-15 ↓
	My supervisor invites a range of views, including those different to their own		71	15	14	71%	+5 ↑	-11 ↓	-12 ↓	-13 ↓
	My supervisor encourages my team to regularly review and improve our work		63	21	15	63%	-3	-18 ↓	-16 ↓	-19 ↓
	My supervisor is invested in my development		61	21	18	61%	+1	-15 ↓	-15 ↓	-18 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for		76	14	10	76%	-1	-11 ↓	-11 ↓	-13 ↓

Other similar questions

My supervisor provides me with helpful feedback to improve my performance		65	18	17	65%	+4	-12 ↓	-11 ↓	-13 ↓
My supervisor actively ensures that everyone can be included in workplace activities		70	17	14	70%	-	-14 ↓	-14 ↓	-16 ↓

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				-2	-9 ↓	-10 ↓	-13 ↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	51	28	21	51%	0	-18 ↓	-18 ↓	-23 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	46	35	19	46%	-1	-17 ↓	-19 ↓	-23 ↓
	My SES manager promotes cooperation within and between agencies	49	36	15	49%	-5 ↓	-18 ↓	-20 ↓	-24 ↓
	My SES manager encourages innovation and creativity	48	31	21	48%	0	-17 ↓	-18 ↓	-22 ↓
	My SES manager creates an environment that enables us to deliver our best	48	30	22	48%	-1	-16 ↓	-17 ↓	-22 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	53	33	14	53%	-7 ↓	-21 ↓	-23 ↓	-26 ↓

Other similar questions

All SES	In my agency, the SES work as a team	42	39	19	42%	-7 ↓	-11 ↓	-10 ↓	-16 ↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	45	29	27	45%	-1	-19 ↓	-17 ↓	-23 ↓
	In my agency, communication between SES and other employees is effective	38	30	32	38%	-5 ↓	-15 ↓	-14 ↓	-21 ↓

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 60		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				-3	-9 ↓	-9 ↓	-11 ↓

Communication	My supervisor communicates effectively	71	14	15	71%	-3	-10 ↓	-10 ↓	-11 ↓
	My SES manager communicates effectively	53	24	23	53%	-1	-16 ↓	-18 ↓	-22 ↓
	Internal communication within my agency is effective	44	22	34	44%	-6 ↓	-13 ↓	-13 ↓	-16 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	54	16	30	54%	0	-15 ↓	-17 ↓	-18 ↓
	Staff are consulted about change at work	32	35	33	32%	+1	-17 ↓	-17 ↓	-20 ↓
	Change is managed well in my agency	33	26	42	33%	-6 ↓	-12 ↓	-10 ↓	-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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills		76%	-6 ⬇️	-3	-7 ⬇️	-6 ⬇️
I have a choice in deciding how I do my work		57%	-5 ⬇️	-7 ⬇️	-18 ⬇️	-14 ⬇️
Where appropriate, I am able to take part in decisions that affect my job		55%	-6 ⬇️	-15 ⬇️	-20 ⬇️	-20 ⬇️
I am clear what my duties and responsibilities are		86%	+4	+6 ⬆️	+4	+6 ⬆️
I am satisfied with the recognition I receive for doing a good job		57%	-1	-10 ⬇️	-13 ⬇️	-15 ⬇️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		47%	-1	-14 ⬇️	-12 ⬇️	-22 ⬇️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		71%	+2	-5 ⬇️	-11 ⬇️	-10 ⬇️
I am satisfied with the stability and security of my job		59%	-8 ⬇️	-22 ⬇️	-18 ⬇️	-23 ⬇️
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		69%	+4	-9 ⬇️	-16 ⬇️	-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 LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 51%; background-color: #004d00; color: white; text-align: center;">51</div><div style="width: 33%; background-color: #f0c000; color: black; text-align: center;">33</div><div style="width: 16%; background-color: #e91e63; color: white; text-align: center;">16</div></div>	51%	-4	-11↓	-5↓	-11↓
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: 93%; background-color: #004d00; color: white; text-align: center;">93</div><div style="width: 3%; background-color: #f0c000; color: black; text-align: center;">3</div><div style="width: 4%; background-color: #e91e63; color: white; text-align: center;">4</div></div>	93%	+5↑	0	-1	0
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 80%; background-color: #004d00; color: white; text-align: center;">80</div><div style="width: 18%; background-color: #f0c000; color: black; text-align: center;">18</div><div style="width: 2%; background-color: #e91e63; color: white; text-align: center;">2</div></div>	80%	+3	-5↓	-4	-7↓

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

Well above capacity - too much work	<div style="width: 25%; background-color: #004d00;"></div>	25%	-9↓	+2	+1	+3
Slightly above capacity - lots of work to do	<div style="width: 37%; background-color: #004d00;"></div>	37%	-2	-3	-3	-3
At capacity - about the right amount of work to do	<div style="width: 29%; background-color: #004d00;"></div>	29%	+8↑	0	0	0
Slightly below capacity - available for more work	<div style="width: 8%; background-color: #004d00;"></div>	8%	+3	+2	+2	+1
Well below capacity - not enough work	<div style="width: 1%; background-color: #004d00;"></div>	1%	0	0	0	-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 LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		63%	-7 ⬇️	-16 ⬇️	-16 ⬇️	-19 ⬇️
My supervisor actively ensures that everyone can be included in workplace activities		70%	-	-14 ⬇️	-14 ⬇️	-16 ⬇️
I receive the respect I deserve from my colleagues at work		80%	0	-2	-1	-3

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		17%	+3	+2	+2	+3
Flexible hours of work		20%	-4	-6 ⬇️	-15 ⬇️	-5 ⬇️
Compressed work week		0%	-1	-3	-2	-3
Job sharing		1%	-1	0	0	0
Working away from the office/working from home		58%	+10 ⬆️	+3	-10 ⬇️	-7 ⬇️
None of the above		24%	-12 ⬇️	-3	+6 ⬆️	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

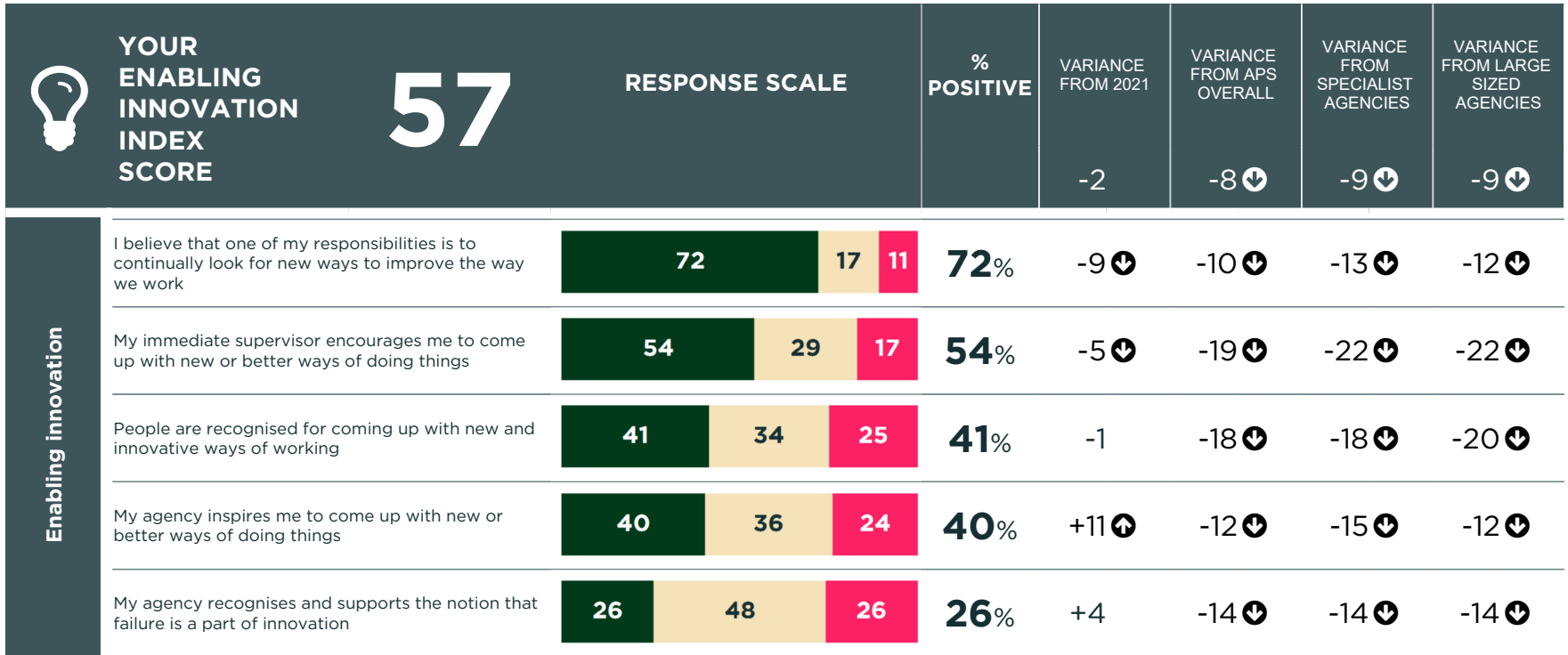


ENABLING INNOVATION



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.



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		60			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	49	30	21	49%	-8 ↓	-16 ↓	-19 ↓	-18 ↓	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	47	27	27	47%	-8 ↓	-17 ↓	-21 ↓	-19 ↓	
	My agency does a good job of promoting health and wellbeing	47	30	23	47%	-3	-17 ↓	-20 ↓	-19 ↓	
	I think my agency cares about my health and wellbeing	50	26	24	50%	+3	-11 ↓	-19 ↓	-15 ↓	
	I believe my immediate supervisor cares about my health and wellbeing	76	14	11	76%	-3	-10 ↓	-12 ↓	-12 ↓	

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR


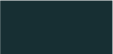




Positive Neutral Negative


















WELLBEING

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

Always		7%	-1	+3	+4	+4
Often		28%	-3	+2	+4	+2
Sometimes		49%	+5 	-1	-1	-1
Rarely		15%	0	-3	-5 	-3
Never		0%	-1	-1	-1	-1

To what extent is your work emotionally demanding?

To a very large extent		22%	+6 	+14 	+16 	+15 
To a large extent		22%	-4	+2	+4	+3
Somewhat		29%	-5 	-10 	-9 	-10 
To a small extent		20%	+1	-4	-6 	-5 
To a very small extent		7%	+2	-2	-4	-3

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 LARGE SIZED AGENCIES
I feel burned out by my work						
Strongly agree		10%	+1	+2	+3	+3
Agree		23%	+2	-1	0	-1
Neither agree nor disagree		29%	-6	-3	-1	-2
Disagree		31%	+5	+2	-1	0
Strongly disagree		7%	-2	0	-1	0
In general, would you say that your health is:						
Excellent		11%	-3	+1	+1	+1
Very good		43%	+6	+9	+7	+8
Good		32%	0	-6	-5	-5
Fair		10%	-2	-5	-4	-4
Poor		4%	0	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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		30%	+4	+2	+1	0
Very good		51%	-6 	-4	-4	-4
Average		15%	+3	+1	+2	+2
Below average		3%	0	+1	+1	+2
Well below average		1%	-1	0	0	0

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

Excellent		18%	-3	+2	0	+1
Very good		56%	+4	+1	0	-1
Average		20%	-2	-4	-2	-2
Below average		4%	+1	+1	+1	+1
Well below average		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	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		84%	+1	+5 	+2	+3
My workgroup has the tools and resources we need to perform well		60%	-1	-1	+1	-2
The people in my workgroup use time and resources efficiently		75%	-7 	-2	-4	-4
My workgroup can readily adapt to new priorities and tasks		82%	-4	-3	-3	-4
The people in my workgroup cooperate to get the job done		86%	-1	-3	-4	-5 

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 LARGE 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		9%	+3	0	+1	+1
I want to leave my position within the next 12 months		22%	+3	-1	0	-3
I want to stay working in my position for the next one to two years		31%	+2	-6 ↓	-8 ↓	-10 ↓
I want to stay working in my position for at least the next three years		38%	-8 ↓	+7 ↑	+8 ↑	+13 ↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		10%	-6 ↓	+4	+5 ↑	+6 ↑
I am pursuing another position within my agency		11%	0	-30 ↓	-15 ↓	-31 ↓
I am pursuing a position in another agency		25%	0	0	-7 ↓	0
I am pursuing work outside the APS		33%	+2	+20 ↑	+14 ↑	+21 ↑
It is the end of my non-ongoing, casual or contracted employment		13%	+5 ↑	+10 ↑	+7 ↑	+8 ↑
Other		9%	-2	-4	-4	-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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I can receive a higher salary elsewhere	17%	-	-	-	-
There is a lack of future career opportunities in my agency	11%	-	-	-	-
I wish to pursue a promotion opportunity	11%	-	-	-	-
I have achieved all I can in my current position	8%	-	-	-	-
I have experienced unacceptable behaviours (such as bullying or harassment)	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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE 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		10%	+1	0	+1	0
No		90%	-1	0	-1	0
Did this discrimination occur in your current agency?						
Yes		94%	-2	+2	+4	+5
No		6%	+2	-2	-4	-5
Basis for the discrimination that you experienced (3 highest responses):						
Age		32%	-	-	-	-
Other		29%	-	-	-	-
Gender		26%	-	-	-	-

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 LARGE SIZED AGENCIES

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

Yes		13%	+2	+3	+5	+4
No		81%	-2	-4	-6	-6
Not sure		6%	0	+1	+1	+1

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		45%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		36%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		27%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		32%	+7	-2	+2	-2
It was reported by someone else		2%	-5	-5	-3	-5
I did not report the behaviour		66%	-2	+7	+1	+7

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 LARGE 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		4%	-2	+1	+1	+1
No		87%	+1	-4	-5 ↓	-6 ↓
Not sure		5%	+1	+2	+2	+2
Would prefer not to answer		4%	0	+2	+2	+2
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		64%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		50%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		14%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		23%	+11 ↑	+3	+7 ↑	+5 ↑
It was reported by someone else		23%	+17 ↑	+7 ↑	+10 ↑	+9 ↑
I did not report the behaviour		54%	-27 ↓	-10 ↓	-17 ↓	-14 ↓
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 LARGE SIZED AGENCIES
How do you describe your gender?						
Man or male		22%	-1	-15 ↓	-18 ↓	-14 ↓
Woman or female		76%	0	+17 ↑	+20 ↑	+16 ↑
Non-binary		0%	0	0	0	0
I use a different term		0%	0	0	0	0
Prefer not to say		2%	+1	-1	-2	-1
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		3%	+1	0	+1	0
No		97%	-1	0	-1	0
Do you have an ongoing disability?						
Yes		5%	-2	-4	-3	-5 ↓
No		95%	+2	+4	+3	+5 ↑

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 LARGE SIZED AGENCIES
Do you have carer responsibilities?						
Yes		31%	-2	-11↓	-9↓	-11↓
No		69%	+2	+11↑	+9↑	+11↑
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		12%	+2	+4	+2	+2
No		88%	-2	-4	-2	-2
In which country were you born?						
Australia		81%	+2	+4	+5↑	+3
Other country		19%	-2	-4	-5↓	-3
Do you speak a language other than English at home?						
No, English only		84%	-4	+4	+3	+2
Yes, other		16%	+4	-4	-3	-2

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.

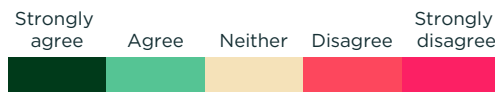
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



$$\begin{array}{c} \div \\ \text{number of respondents who} \\ \text{answered the question} \\ = \\ \% \text{ POSITIVE} \end{array}$$

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.