

Highlights Report FCA



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RESPONSES:

294 of 1,214

RESPONSE RATE:

24%

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 SCORES AREN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR AN AGENCY. IT IS A MEASURE OF THE EMOTIONAL CONNECTION AND COMMITMENT EMPLOYEES HAVE TO WORKING FOR THE AGENCY.

YOUR EMPLOYEE ENGAGEMENT SCORE 74%		RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
					0	+1	-2	0
SAY	Overall, I am satisfied with my job	75	17 8	75%	0	+2	0	+1
	I am proud to work in my agency	81	15	81%	-3	+5 ⬆️	-3	+3
	I would recommend my agency as a good place to work	65	20 15	65%	0	-3	-7 ⬇️	-5 ⬇️
STAY	I believe strongly in the purpose and objectives of my agency	84	13	84%	+4	+1	-3	0
	I feel a strong personal attachment to my agency	63	25 12	63%	-4	-1	-8 ⬇️	-1
STRIVE	I feel committed to my agency's goals	83	15	83%	+2	+1	-2	+1
	I suggest ideas to improve our way of doing things	79	16	79%	+1	-5 ⬇️	-8 ⬇️	-8 ⬇️
	I am happy to go the 'extra mile' at work when required	94		94%	0	+3	+2	+2
	I work beyond what is required in my job to help my agency achieve its objectives	88	11	88%	+3	+6 ⬆️	+5 ⬆️	+4
	My agency really inspires me to do my best work every day	56	29 15	56%	+1	-1	-4	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SUPERVISOR	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	69 14 17	69%	+1	-10 ↓	-10 ↓	-11 ↓
My supervisor can deliver difficult advice whilst maintaining relationships	70 18 12	70%	+2	-8 ↓	-8 ↓	-9 ↓
My supervisor invites a range of views, including those different to their own	66 21 13	66%	-	-14 ↓	-14 ↓	-15 ↓
My supervisor encourages my team to regularly review and improve our work	66 18 15	66%	+3	-14 ↓	-12 ↓	-14 ↓
My supervisor is invested in my development	59 22 19	59%	+3	-14 ↓	-14 ↓	-15 ↓
My immediate supervisor encourages me	67 19 15	67%	+8 ↑	-9 ↓	-10 ↓	-11 ↓
My supervisor ensures that my workgroup delivers on what we are responsible for	77 15 8	77%	+2	-10 ↓	-10 ↓	-11 ↓
My supervisor provides me with helpful feedback to improve my performance	61 21 18	61%	-	-13 ↓	-12 ↓	-13 ↓

KEY

 **AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR**
 **AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR**

Positive
 Neutral
 Negative

LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	51	31	18	51%	-2	-16 ↓	-15 ↓	-19 ↓
My SES manager presents convincing arguments and persuades others towards an outcome	47	37	17	47%	-	-14 ↓	-15 ↓	-19 ↓
My SES manager promotes cooperation within and between agencies	54	35	11	54%	+3	-12 ↓	-12 ↓	-16 ↓
My SES manager encourages innovation and creativity	48	32	20	48%	-	-16 ↓	-15 ↓	-19 ↓
My SES manager creates an environment that enables us to deliver our best	50	29	22	50%	-	-12 ↓	-12 ↓	-16 ↓
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	60	30	10	60%	+3	-13 ↓	-15 ↓	-18 ↓
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
In my agency, the SES work as a team	49	37	14	49%	+4	-4	-3	-5 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	46	34	20	46%	+1	-14 ↓	-13 ↓	-15 ↓







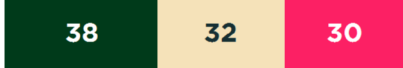
KEY

 **AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR**
 **AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR**

Positive Neutral Negative



COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My supervisor communicates effectively		74%	0	-7 ↓	-8 ↓	-8 ↓
My SES manager communicates effectively		54%	-5 ↓	-15 ↓	-16 ↓	-19 ↓
In my agency, communication between SES and other employees is effective		43%	-3	-8 ↓	-6 ↓	-9 ↓
Internal communication within my agency is effective		50%	-2	-8 ↓	-8 ↓	-8 ↓
When changes occur, the impacts are communicated well within my workgroup		53%	-2	-13 ↓	-15 ↓	-13 ↓
Staff are consulted about change at work		31%	-6 ↓	-14 ↓	-13 ↓	-13 ↓
Change is managed well in my agency		38%	-9 ↓	-5 ↓	-3	-1

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills		81%	-2	-3	-6 ↓	-5 ↓
I have a choice in deciding how I do my work		63%	+1	+1	-10 ↓	-5 ↓
Where appropriate, I am able to take part in decisions that affect my job		61%	-	-7 ↓	-11 ↓	-11 ↓
I am clear what my duties and responsibilities are		82%	-3	+4	+4	+5 ↑
I am satisfied with the recognition I receive for doing a good job		58%	+1	-8 ↓	-10 ↓	-11 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		48%	-5 ↓	-18 ↓	-16 ↓	-23 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		69%	+2	-8 ↓	-11 ↓	-10 ↓
I am satisfied with the stability and security of my job		67%	-5 ↓	-13 ↓	-9 ↓	-13 ↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		65%	-	-10 ↓	-16 ↓	-13 ↓

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 2020	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; width: 100%;"> <div style="width: 54%; background-color: #004d00; color: white; text-align: center; padding: 5px;">54</div> <div style="width: 33%; background-color: #f0e68c; color: black; text-align: center; padding: 5px;">33</div> <div style="width: 12%; background-color: #e61e2c; color: white; text-align: center; padding: 5px;">12</div> </div>	54%	-2	-9 ↓	-2	-7 ↓
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100%;"> <div style="width: 88%; background-color: #004d00; color: white; text-align: center; padding: 5px;">88</div> <div style="width: 9%; background-color: #f0e68c; color: black; text-align: center; padding: 5px;">9</div> </div>	88%	-1	-2	-3	-2
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> <div style="width: 77%; background-color: #004d00; color: white; text-align: center; padding: 5px;">77</div> <div style="width: 22%; background-color: #f0e68c; color: black; text-align: center; padding: 5px;">22</div> </div>	77%	-4	-5 ↓	-4	-5 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

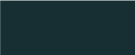




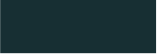







AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		34%	+12 	+10 	+8 	+6 
Slightly above capacity – lots of work to do		39%	-3	-1	-3	-1
At capacity – about the right amount of work to do		21%	-4	-7 	-5 	-4
Slightly below capacity – available for more work		5%	-4	-1	0	-1
Well below capacity – not enough work		1%	-2	-1	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	<div style="display: flex; justify-content: space-between; width: 100%;"> 71 19 10 </div>	71%	+3	-9 ↓	-11 ↓	-11 ↓
My supervisor actively supports people from diverse backgrounds	<div style="display: flex; justify-content: space-between; width: 100%;"> 69 28 3 </div>	69%	-	-11 ↓	-11 ↓	-12 ↓
I receive the respect I deserve from my colleagues at work	<div style="display: flex; justify-content: space-between; width: 100%;"> 80 16 4 </div>	80%	+5 ↑	-1	0	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

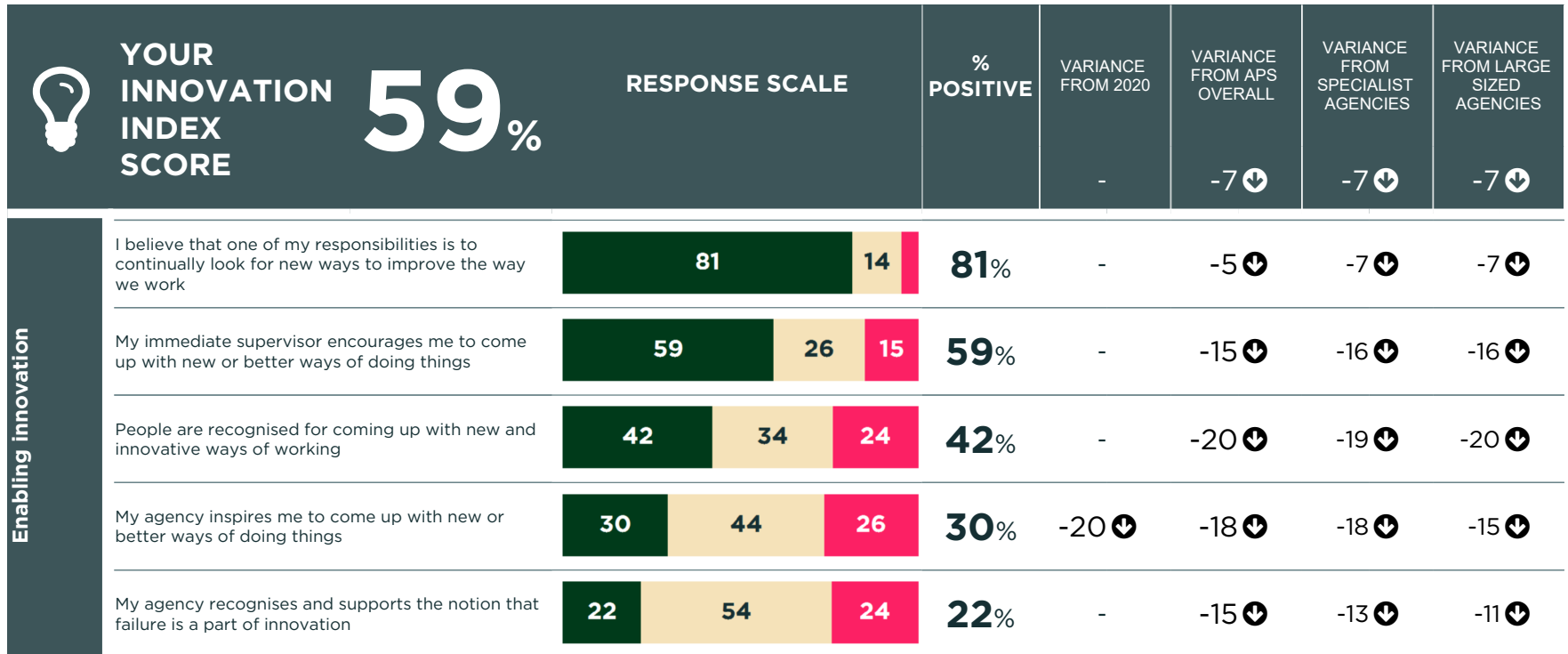


ENABLING INNOVATION



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

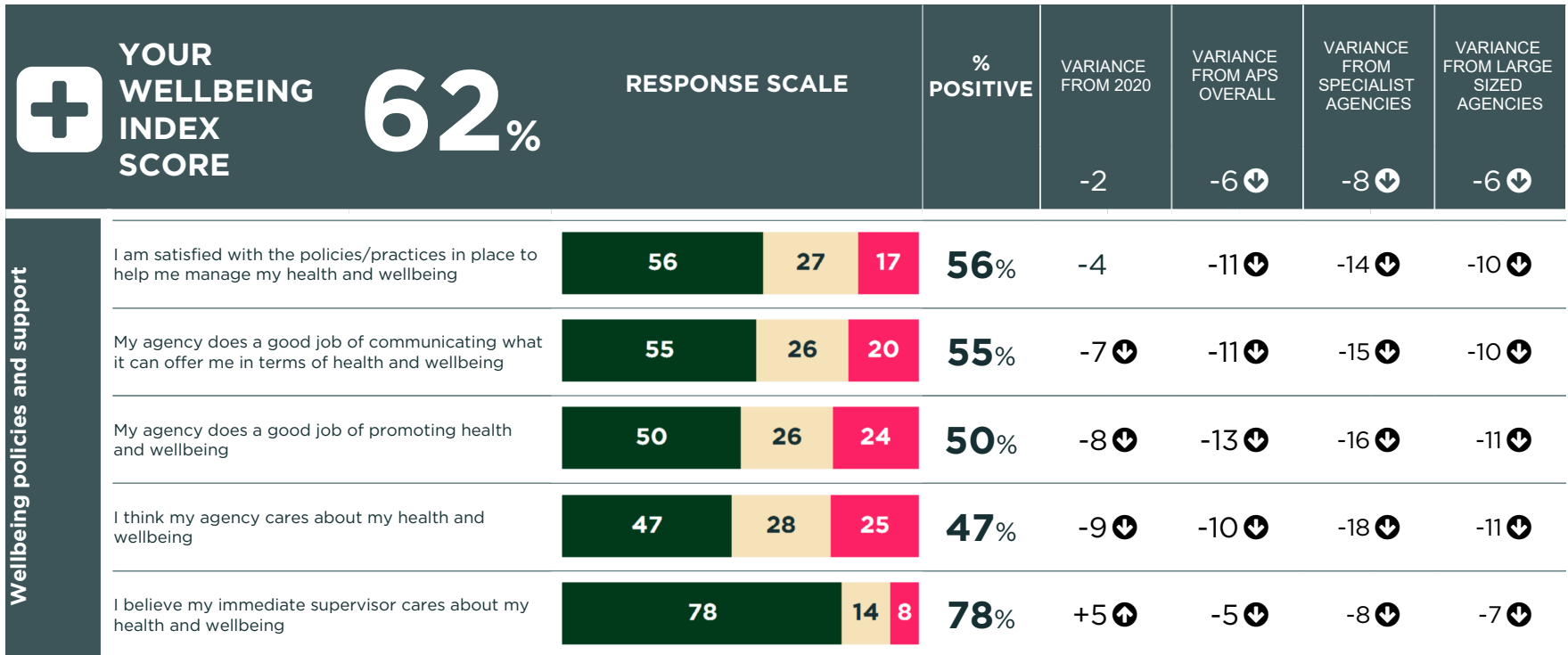


WELLBEING POLICIES AND SUPPORT



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.



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 2020	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		9%	-	+3	+4	+3
Often		31%	-	+2	+5 	+1
Sometimes		44%	-	-4	-6 	-4
Rarely		15%	-	-1	-2	0
Never		1%	-	0	-1	0

To what extent is your work emotionally demanding?

To a very large extent		16%	-2	+7 	+10 	+8 
To a large extent		26%	+2	+3	+7 	+4
Somewhat		34%	+2	-6 	-6 	-6 
To a small extent		19%	+1	-2	-6 	-3
To a very small extent		5%	-3	-2	-4	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel burned out by my work						
Strongly agree		10%	-1	+1	+1	0
Agree		21%	-4	-4	-3	-5
Neither agree nor disagree		35%	-2	+3	+4	+4
Disagree		26%	+2	-2	-4	-2
Strongly disagree		10%	+4	+2	+2	+2
In general, would you say that your health is:						
Excellent		15%	-	+3	+2	+3
Very good		37%	-	+2	+1	+2
Good		32%	-	-3	-2	-3
Fair		12%	-	-2	-2	-2
Poor		4%	-	0	+1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

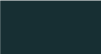






AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR




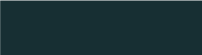






PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2020	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		26%	-	0	-2	-2
Very good		57%	-	+2	+2	+2
Average		12%	-	-3	-2	-2
Below average		3%	-	+1	+1	+1
Well below average		1%	-	0	+1	0

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

Excellent		21%	-	+6 	+4	+5 
Very good		51%	-	-5 	-6 	-5 
Average		22%	-	-2	+1	-1
Below average		3%	-	0	0	-1
Well below average		3%	-	+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 2020	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%	-3	+3	0	+2
My workgroup has the tools and resources we need to perform well		62%	-5↓	-2	0	0
The people in my workgroup use time and resources efficiently		82%	+7↑	+5↑	+3	+4
My workgroup can readily adapt to new priorities and tasks		86%	+5↑	0	-1	-1
The people in my workgroup cooperate to get the job done		87%	+4	0	-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 2020	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		6%	-	-4	-3	-4
I want to leave my position within the next 12 months		19%	-	-3	-2	-6 ↓
I want to stay working in my position for the next one to two years		30%	-	-7 ↓	-10 ↓	-11 ↓
I want to stay working in my position for at least the next three years		46%	-	+14 ↑	+14 ↑	+21 ↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		15%	-	+9 ↑	+10 ↑	+11 ↑
I am pursuing another position within my agency		10%	-	-32 ↓	-18 ↓	-31 ↓
I am pursuing a position in another agency		25%	-	0	-8 ↓	-1
I am pursuing work outside the APS		31%	-	+19 ↑	+15 ↑	+20 ↑
It is the end of my non-ongoing, casual or contracted employment		8%	-	+5 ↑	+3	+4
Other		10%	-	-3	-2	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



EMPLOYEES WHO WANTED TO LEAVE WERE ASKED FOR THE PRIMARY REASON BEHIND THEIR DESIRE TO LEAVE AND COULD SELECT ONE RESPONSE FROM A LIST OF ITEMS.

ONLY THE THREE 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 2020	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? (3 highest responses):					
There is a lack of future career opportunities in my agency	23%	-	-	-	-
I am looking to further my skills in another area	10%	-	-	-	-
My expectations for work in my current position have not been met	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 2020	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		9%	-2	-3	0	-2
No		91%	+2	+3	0	+2
Did this discrimination occur in your current agency?						
Yes		95%	+1	+2	+4	+3
No		5%	-1	-2	-4	-3
Basis for the discrimination that you experienced (3 highest responses):						
Gender		45%	-	-	-	-
Age		32%	-	-	-	-
Caring responsibilities		23%	-	-	-	-

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 TYPES OF HARASSMENT OR BULLYING 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 2020

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		11%	-2	-1	+2	0
No		83%	+5	+1	-2	0
Not sure		6%	-3	0	0	0

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		39%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		39%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		39%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		25%	-	-9	-5	-8
It was reported by someone else		7%	-	0	+1	0
I did not report the behaviour		68%	-	+9	+4	+8

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO INDICATED THAT THEY HAD WITNESSED POTENTIAL CORRUPT BEHAVIOUR WERE ASKED TO DESCRIBE THE BEHAVIOUR. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF CORRUPT BEHAVIOURS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES AND WITH RESULTS FOR THE APS OVERALL.

CORRUPTION	RESPONSE SCALE	%	VARIANCE FROM 2020	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		6%	+2	+2	+3	+3
No		85%	-1	-4	-5 ↓	-5 ↓
Not sure		4%	0	0	0	0
Would prefer not to answer		4%	-1	+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		81%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		44%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		25%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		13%	-	-7 ↓	-2	-4
It was reported by someone else		6%	-	-9 ↓	-3	-7 ↓
I did not report the behaviour		81%	-	+16 ↑	+5 ↑	+11 ↑
KEY			AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR		

DEMOGRAPHICS

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
How do you describe your gender?						
Man or male		23%	+2	-14 ↓	-19 ↓	-14 ↓
Woman or female		76%	-1	+17 ↑	+23 ↑	+17 ↑
Non-binary		0%	-	0	0	0
I use a different term		0%	-	0	0	0
Prefer not to say		1%	-1	-3	-3	-3
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		2%	-1	-1	0	-1
No		98%	+1	+1	0	+1
Do you have an ongoing disability?						
Yes		7%	+2	-2	0	-2
No		93%	-2	+2	0	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you have carer responsibilities?						
Yes		32%	-1	-7 ↓	-7 ↓	-8 ↓
No		68%	+1	+7 ↑	+7 ↑	+8 ↑
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		10%	+1	+3	+2	+2
No		90%	-1	-3	-2	-2
In which country were you born?						
Australia		78%	-	+2	+3	0
Other country		22%	-	-2	-3	0
Do you speak a language other than English at home?						
No, English only		88%	-	+7 ↑	+7 ↑	+6 ↑
Yes, other		12%	-	-7 ↓	-7 ↓	-6 ↓

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.

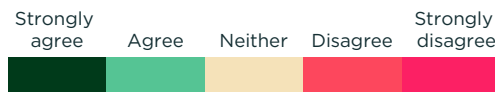
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.