



## Highlights Report IPA



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RESPONSES:  
**1,051 of 1,202**

RESPONSE RATE:  
**87%**

# 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		73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
SAY	Overall, I am satisfied with my job	79	13 8	79%	+2	+5 ⬆️	+7 ⬆️	+2
	I am proud to work in my agency	79	17	79%	0	+3	+5 ⬆️	0
	I would recommend my agency as a good place to work	82	12	82%	0	+13 ⬆️	+15 ⬆️	+8 ⬆️
	I believe strongly in the purpose and objectives of my agency	80	17	80%	+1	-4	-3	-6 ⬇️
STAY	I feel a strong personal attachment to my agency	63	27 10	63%	-4	+2	+2	+1
	I feel committed to my agency's goals	79	18	79%	-1	-4	-3	-6 ⬇️
STRIVE	I suggest ideas to improve our way of doing things	81	14	81%	+4	-5 ⬇️	-4	-8 ⬇️
	I am happy to go the 'extra mile' at work when required	90		90%	+1	-1	0	-3
	I work beyond what is required in my job to help my agency achieve its objectives	75	20	75%	-4	-6 ⬇️	-6 ⬇️	-7 ⬇️
	My agency really inspires me to do my best work every day	58	31 12	58%	0	0	+2	-3

### 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*.

<b>YOUR IMMEDIATE SUPERVISOR INDEX SCORE</b>	<b>77</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				+1	+1	+2	0

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	80	15	80%	-1	+1	+1	-1	
	My supervisor can deliver difficult advice whilst maintaining relationships	81	14	81%	+1	+2	+2	0	
	My supervisor invites a range of views, including those different to their own	85	10	85%	+3	+3	+5 ↑	+1	
	My supervisor encourages my team to regularly review and improve our work	82	13	82%	+2	0	+1	-1	
	My supervisor is invested in my development	75	16	8	75%	+1	0	0	-3
	My supervisor ensures that my workgroup delivers on what we are responsible for	90	7	90%	+2	+2	+3	+1	

### Other similar questions

My supervisor provides me with helpful feedback to improve my performance	79	13	7	79%	+3	+2	+2	+1
My supervisor actively ensures that everyone can be included in workplace activities	87	9	87%	-	+3	+4	+1	

### 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	69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				+1	0	+2	-3

SES Manager	My SES manager clearly articulates the direction and priorities for our area	72	20	8	72%	-1	+3	+5 ⬆	-2
	My SES manager presents convincing arguments and persuades others towards an outcome	61	32	7	61%	-2	-1	+3	-8 ⬇
	My SES manager promotes cooperation within and between agencies	61	33		61%	-3	-6 ⬇	-2	-12 ⬇
	My SES manager encourages innovation and creativity	68	25	7	68%	+4	+2	+5 ⬆	-2
	My SES manager creates an environment that enables us to deliver our best	66	25	9	66%	+2	+2	+5 ⬆	-4
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	75	21		75%	-2	+2	+5 ⬆	-4

### Other similar questions

All SES	In my agency, the SES work as a team	63	30	7	63%	+9 ⬆	+10 ⬆	+12 ⬆	+5 ⬆
	In my agency, the SES clearly articulate the direction and priorities for our agency	73	19	8	73%	+8 ⬆	+10 ⬆	+12 ⬆	+6 ⬆
	In my agency, communication between SES and other employees is effective	61	28	11	61%	+8 ⬆	+7 ⬆	+10 ⬆	+2

### 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 <b>72</b>		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				+1	+3	+4	+1

Communication	My supervisor communicates effectively	84	9	84%	-1	+4	+4	+2	
	My SES manager communicates effectively	71	20	8	71%	-1	+2	+5 ⬆️	-4
	Internal communication within my agency is effective	69	21	10	69%	+5 ⬆️	+11 ⬆️	+13 ⬆️	+8 ⬆️

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	76	13	11	76%	+5 ⬆️	+7 ⬆️	+8 ⬆️	+4
	Staff are consulted about change at work	57	31	12	57%	+8 ⬆️	+8 ⬆️	+9 ⬆️	+5 ⬆️
	Change is managed well in my agency	56	27	16	56%	+7 ⬆️	+12 ⬆️	+12 ⬆️	+11 ⬆️

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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills	83	83%	-4	+4	+6	+1
I have a choice in deciding how I do my work	82	82%	+2	+18	+23	+10
Where appropriate, I am able to take part in decisions that affect my job	72	72%	+1	+2	+5	-3
I am clear what my duties and responsibilities are	86	86%	+1	+5	+5	+6
I am satisfied with the recognition I receive for doing a good job	68	68%	+1	+1	+3	-5
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	62	62%	-11	+2	+6	-6
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	90	90%	-2	+14	+16	+9
I am satisfied with the stability and security of my job	89	89%	0	+8	+9	+7
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	93	93%	+3	+15	+18	+10

## KEY

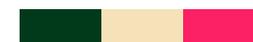


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> <span style="background-color: #004d00; color: white; padding: 2px 5px;">55</span> <span style="background-color: #f0c000; color: black; padding: 2px 5px;">33</span> <span style="background-color: #d90025; color: white; padding: 2px 5px;">12</span> </div>	55%	-3	-7 ↓	-8 ↓	-7 ↓
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> <span style="background-color: #004d00; color: white; padding: 2px 5px;">93</span> <span style="background-color: #f0c000; color: black; padding: 2px 5px;">0</span> <span style="background-color: #d90025; color: white; padding: 2px 5px;">0</span> </div>	93%	+1	0	0	0
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> <span style="background-color: #004d00; color: white; padding: 2px 5px;">80</span> <span style="background-color: #f0c000; color: black; padding: 2px 5px;">18</span> <span style="background-color: #d90025; color: white; padding: 2px 5px;">0</span> </div>	80%	+2	-5 ↓	-5 ↓	-7 ↓

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL 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: 100px; height: 15px; background-color: #004d00;"></div>	19%	+2	-4	-4	-3
Slightly above capacity - lots of work to do	<div style="width: 200px; height: 15px; background-color: #004d00;"></div>	42%	-2	+1	+1	+2
At capacity - about the right amount of work to do	<div style="width: 150px; height: 15px; background-color: #004d00;"></div>	35%	-1	+5 ↑	+5 ↑	+5 ↑
Slightly below capacity - available for more work	<div style="width: 10px; height: 15px; background-color: #004d00;"></div>	4%	+1	-1	-1	-3
Well below capacity - not enough work	<div style="width: 0px; height: 15px; background-color: #004d00;"></div>	0%	0	-1	-1	-1

### KEY

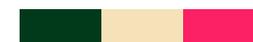


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		87%	+1	+8 	+9 	+5 
My supervisor actively ensures that everyone can be included in workplace activities		87%	-	+3	+4	+1
I receive the respect I deserve from my colleagues at work		81%	+2	-1	0	-3

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		11%	-2	-4	-4	-3
Flexible hours of work		51%	-5 	+25 	+24 	+27 
Compressed work week		2%	0	-1	-1	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		81%	+4	+26 	+32 	+16 
None of the above		6%	-4	-21 	-24 	-17 

## 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		67	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	78	15 7	78%	-3	-4	-2	-6 ↓
	My immediate supervisor encourages me to come up with new or better ways of doing things	68	24 8	68%	-2	-6 ↓	-4	-8 ↓
	People are recognised for coming up with new and innovative ways of working	63	26 10	63%	+1	+3	+4	+2
	My agency inspires me to come up with new or better ways of doing things	56	32 12	56%	+6 ↑	+4	+4	+3
	My agency recognises and supports the notion that failure is a part of innovation	54	33 13	54%	+8 ↑	+15 ↑	+14 ↑	+15 ↑

### 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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL 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	76	17 7	76%	-5 ↓	+11 ↑	+13 ↑	+9 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	75	18 7	75%	-2	+11 ↑	+12 ↑	+9 ↑
	My agency does a good job of promoting health and wellbeing	75	18 7	75%	+1	+11 ↑	+12 ↑	+9 ↑
	I think my agency cares about my health and wellbeing	77	16 7	77%	+3	+15 ↑	+18 ↑	+11 ↑
	I believe my immediate supervisor cares about my health and wellbeing	87	10 7	87%	+1	+1	+2	-2

### KEY

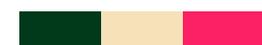


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WELLBEING

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

Always		3%	-1	-1	-2	-1
Often		21%	-1	-5 ↓	-5 ↓	-4
Sometimes		52%	-1	+3	+3	+2
Rarely		22%	+2	+4	+4	+3
Never		2%	0	0	0	0

## To what extent is your work emotionally demanding?

To a very large extent		4%	0	-4	-4	-3
To a large extent		13%	-1	-8 ↓	-9 ↓	-6 ↓
Somewhat		39%	-1	0	-1	0
To a small extent		31%	0	+8 ↑	+9 ↑	+6 ↑
To a very small extent		13%	+2	+4	+5 ↑	+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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree		<b>6%</b>	-1	-2	-2	-2
Agree		<b>22%</b>	0	-2	-3	-1
Neither agree nor disagree		<b>32%</b>	0	0	-1	+1
Disagree		<b>34%</b>	+1	+5	+6	+3
Strongly disagree		<b>7%</b>	-1	0	+1	-1
<b>In general, would you say that your health is:</b>						
Excellent		<b>8%</b>	-3	-2	-2	-2
Very good		<b>36%</b>	0	+2	+3	0
Good		<b>37%</b>	-1	-1	-1	0
Fair		<b>16%</b>	+3	+1	+1	+2
Poor		<b>3%</b>	0	0	0	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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		<b>25%</b>	-2	-3	-1	-5 
Very good		<b>57%</b>	+2	+2	+2	+2
Average		<b>16%</b>	+1	+1	0	+3
Below average		<b>2%</b>	0	0	0	0
Well below average		<b>0%</b>	0	0	0	0

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

Excellent		<b>14%</b>	-4	-3	-1	-4
Very good		<b>60%</b>	+2	+6 	+7 	+4
Average		<b>23%</b>	+1	-1	-3	+1
Below average		<b>2%</b>	0	-2	-2	-1
Well below average		<b>1%</b>	0	0	0	0

## 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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		85%	0	+5 	+6 	+3
My workgroup has the tools and resources we need to perform well		71%	-5 	+10 	+10 	+9 
The people in my workgroup use time and resources efficiently		80%	0	+2	+3	0
My workgroup can readily adapt to new priorities and tasks		85%	0	0	+1	0
The people in my workgroup cooperate to get the job done		90%	+2	+1	+2	0

## 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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>Which of the following statements best reflects your current thoughts about working in your current position?</b>						
I want to leave my position as soon as possible		<b>8%</b>	0	-2	-2	-1
I want to leave my position within the next 12 months		<b>17%</b>	+2	-6	-5	-8
I want to stay working in my position for the next one to two years		<b>37%</b>	-1	0	+3	-5
I want to stay working in my position for at least the next three years		<b>38%</b>	-1	+8	+4	+13
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		<b>5%</b>	-1	-1	-2	+1
I am pursuing another position within my agency		<b>28%</b>	0	-12	-16	-13
I am pursuing a position in another agency		<b>33%</b>	-2	+8	+12	+8
I am pursuing work outside the APS		<b>15%</b>	+2	+2	+2	+3
It is the end of my non-ongoing, casual or contracted employment		<b>4%</b>	+2	0	+1	-1
Other		<b>15%</b>	0	+3	+3	+2

## 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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	17%	-	-	-	-
There is a lack of future career opportunities in my agency	12%	-	-	-	-
I can receive a higher salary elsewhere	11%	-	-	-	-
I am looking to further my skills in another area	11%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>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?</b>						
Yes		<b>10%</b>	-1	0	-1	+1
No		<b>90%</b>	+1	0	+1	-1
<b>Did this discrimination occur in your current agency?</b>						
Yes		<b>91%</b>	+2	0	-2	+3
No		<b>9%</b>	-2	0	+2	-3
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Gender		<b>46%</b>	-	-	-	-
Age		<b>28%</b>	-	-	-	-
Race		<b>26%</b>	-	-	-	-

## 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 LARGER OPERATIONAL AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

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

Yes		8%	-1	-1	-2	0
No		88%	+3	+3	+4	+1
Not sure		4%	-3	-2	-2	-1

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		37%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		36%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		33%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		19%	-11 ↓	-15 ↓	-15 ↓	-15 ↓
It was reported by someone else		7%	+5 ↑	0	0	0
I did not report the behaviour		74%	+6 ↑	+15 ↑	+15 ↑	+15 ↑

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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>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?</b>						
Yes		6%	-1	+3	+3	+4
No		86%	+1	-5 ↓	-4	-6 ↓
Not sure		5%	-1	+1	+1	+2
Would prefer not to answer		3%	0	0	0	+1
<b>Types of corrupt behaviours witnessed (3 highest responses):</b>						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		86%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		38%	-	-	-	-
Green-lighting		15%	-	-	-	-
<b>Did you report the potentially corrupt behaviour?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		14%	+4	-6 ↓	-7 ↓	-5 ↓
It was reported by someone else		9%	+2	-7 ↓	-6 ↓	-5 ↓
I did not report the behaviour		77%	-7 ↓	+12 ↑	+13 ↑	+9 ↑
<b>KEY</b>			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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>How do you describe your gender?</b>						
Man or male		<b>52%</b>	-2	+15	+14	+16
Woman or female		<b>43%</b>	+1	-16	-16	-17
Non-binary		<b>1%</b>	0	+1	+1	+1
I use a different term		<b>0%</b>	0	0	0	0
Prefer not to say		<b>4%</b>	0	+1	+1	+1
<b>Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?</b>						
Yes		<b>2%</b>	0	-2	-2	-2
No		<b>98%</b>	0	+2	+2	+2
<b>Do you have an ongoing disability?</b>						
Yes		<b>9%</b>	+2	-1	-2	-2
No		<b>91%</b>	-2	+1	+2	+2

## 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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>Do you have carer responsibilities?</b>						
Yes		<b>43%</b>	+3	+1	+1	+1
No		<b>57%</b>	-3	-1	-1	-1
<b>Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?</b>						
Yes		<b>9%</b>	+3	+1	+2	-1
No		<b>91%</b>	-3	-1	-2	+1
<b>In which country were you born?</b>						
Australia		<b>67%</b>	+1	-9↓	-9↓	-11↓
Other country		<b>33%</b>	-1	+9↑	+9↑	+11↑
<b>Do you speak a language other than English at home?</b>						
No, English only		<b>71%</b>	0	-9↓	-8↓	-11↓
Yes, other		<b>29%</b>	0	+9↑	+8↑	+11↑

## 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?

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THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.



## INVESTIGATE FURTHER WITH OUR TEAMS

Are there any other opportunities coming out of the results that we want to explore further?

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HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?



## OPPORTUNITIES

Areas we need to focus on and turn into action plans:

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WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?



## USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

IDENTIFY AREAS TO CELEBRATE, OPPORTUNITIES FOR IMPROVEMENT AND AREAS WHICH YOU NEED TO INVESTIGATE FURTHER.

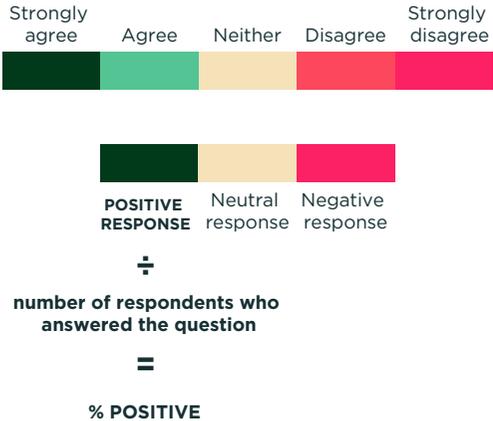
PRIORITISE 3 AREAS TO TAKE FORWARD

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

# GUIDE TO THIS REPORT

## % POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



## 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	<b>151</b>	<b>166</b>	<b>176</b>	<b>96</b>	<b>24</b>	<b>613</b>
PERCENTAGE	<b>24.63%</b>	<b>27.08%</b>	<b>28.71%</b>	<b>15.66%</b>	<b>3.92%</b>	<b>100%</b>
ROUNDED PERCENTAGE	<b>25%</b>	<b>27%</b>	<b>29%</b>	<b>16%</b>	<b>4%</b>	<b>101%</b>
NUMBER OF POSITIVE	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## 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.