



Highlights Report NCA



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RESPONSES:
64 of 75
RESPONSE RATE:
85%

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		77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	78	9 13	78%	-1	+5 ↑	+2	+5 ↑
	I am proud to work in my agency	90	8	90%	+10 ↑	+15 ↑	+8 ↑	+9 ↑
	I would recommend my agency as a good place to work	84	13	84%	+11 ↑	+16 ↑	+11 ↑	+11 ↑
	I believe strongly in the purpose and objectives of my agency	87	13	87%	+2	+3	-1	-2
STAY	I feel a strong personal attachment to my agency	77	16	77%	+16 ↑	+17 ↑	+13 ↑	+14 ↑
	I feel committed to my agency's goals	94		94%	+8 ↑	+10 ↑	+8 ↑	+7 ↑
STRIVE	I suggest ideas to improve our way of doing things	95		95%	-1	+9 ↑	+6 ↑	+2
	I am happy to go the 'extra mile' at work when required	91	9	91%	-2	+1	-1	-1
	I work beyond what is required in my job to help my agency achieve its objectives	84	15	84%	-3	+4	+3	+4
	My agency really inspires me to do my best work every day	68	27	68%	-3	+10 ↑	+6 ↑	+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		76	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	79	15	79%	0	0	+1	0	
	My supervisor can deliver difficult advice whilst maintaining relationships	77	21	77%	-7 ↓	-1	-1	+1	
	My supervisor invites a range of views, including those different to their own	85	8	85%	+3	+4	+3	+4	
	My supervisor encourages my team to regularly review and improve our work	74	18	8	74%	-1	-7 ↓	-6 ↓	-5 ↓
	My supervisor is invested in my development	82	11	82%	+14 ↑	+7 ↑	+6 ↑	+6 ↑	
	My supervisor ensures that my workgroup delivers on what we are responsible for	85	10	85%	-6 ↓	-1	-2	-1	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	81	10	10	81%	-1	+3	+5 ↑	+6 ↑
	My immediate supervisor encourages me	79	13	8	79%	+6 ↑	+3	+2	+2
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	80	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				+4	+11 ↑	+9 ↑	+8 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	85	13	85%	+9 ↑	+17 ↑	+15 ↑	+17 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	85	15	85%	+4	+24 ↑	+20 ↑	+15 ↑
	My SES manager promotes cooperation within and between agencies	89	10	89%	+9 ↑	+22 ↑	+18 ↑	+12 ↑
	My SES manager encourages innovation and creativity	85	13	85%	+13 ↑	+21 ↑	+18 ↑	+16 ↑
	My SES manager creates an environment that enables us to deliver our best	84	15	84%	+9 ↑	+20 ↑	+17 ↑	+17 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	92	8	92%	+12 ↑	+19 ↑	+15 ↑	+12 ↑

Other similar questions

In my agency, the SES work as a team	77	13	10	77%	0	+23 ↑	+23 ↑	+18 ↑
In my agency, the SES clearly articulate the direction and priorities for our agency	80	11	8	80%	+8 ↑	+17 ↑	+18 ↑	+14 ↑
In my agency, communication between SES and other employees is effective	77	13	10	77%	+5 ↑	+24 ↑	+24 ↑	+19 ↑
My SES manager routinely promotes the use of data and evidence to deliver outcomes	77	19		77%	-	+12 ↑	+8 ↑	+5 ↑

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	72	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				0	+4	+3	+5

Communication	My supervisor communicates effectively	84	8 8	84%	+7	+3	+3	+6
	My SES manager communicates effectively	84	15	84%	+8	+15	+12	+14
	Internal communication within my agency is effective	56	19 24	56%	-11	0	-1	0

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	80	11 9	80%	+1	+13	+10	+8
	Staff are consulted about change at work	63	29 8	63%	+3	+14	+14	+12
	Change is managed well in my agency	56	31 13	56%	+4	+13	+15	+9

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		88%	-2	+9	+6	+7
I have a choice in deciding how I do my work		85%	+9	+21	+11	+13
Where appropriate, I am able to take part in decisions that affect my job		84%	+4	+15	+11	+9
I am clear what my duties and responsibilities are		77%	-15	-2	-3	-2
I am satisfied with the recognition I receive for doing a good job		78%	+6	+12	+8	+6
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		58%	+10	+6	+4	-4
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		77%	-3	+3	-3	+1
I am satisfied with the stability and security of my job		81%	+8	-1	+2	0
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		84%	+2	+6	-1	+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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 47%; background-color: #004d00; color: white; text-align: center;">47</div><div style="width: 42%; background-color: #f0c000; color: black; text-align: center;">42</div><div style="width: 11%; background-color: #e91e63; color: white; text-align: center;">11</div></div>	47%	+7 ⬆️	-15 ⬇️	-10 ⬇️	-7 ⬇️
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: 91%; background-color: #004d00; color: white; text-align: center;">91</div><div style="width: 8%; background-color: #f0c000; color: black; text-align: center;">8</div></div>	91%	-2	-1	-2	-1
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #004d00; color: white; text-align: center;">79</div><div style="width: 19%; background-color: #f0c000; color: black; text-align: center;">19</div></div>	79%	-1	-5 ⬇️	-5 ⬇️	-4

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work	<div style="width: 24%; background-color: #004d00;"></div>	24%	+10 ⬆️	0	+2	+2
Slightly above capacity - lots of work to do	<div style="width: 42%; background-color: #004d00;"></div>	42%	-11 ⬇️	+2	+1	-1
At capacity - about the right amount of work to do	<div style="width: 34%; background-color: #004d00;"></div>	34%	+1	+4	+4	+7 ⬆️
Slightly below capacity - available for more work		0%	0	-5 ⬇️	-6 ⬇️	-6 ⬇️
Well below capacity - not enough work		0%	0	-1	-1	-1

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	<div style="width: 79%;">79 21</div>		79%	-5⬇️	-1	-2	-1
My supervisor actively ensures that everyone can be included in workplace activities	<div style="width: 87%;">87 11</div>		87%	0	+4	+4	+4
I receive the respect I deserve from my colleagues at work	<div style="width: 74%;">74 18 8</div>		74%	-8⬇️	-7⬇️	-8⬇️	-6⬇️

	RESPONSE SCALE		%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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Do you currently access any of the following flexible working arrangements?
[Multiple Response]

Part time	<div style="width: 19%;"></div>	19%	+9⬆️	+5⬆️	+4	0
Flexible hours of work	<div style="width: 24%;"></div>	24%	0	-4	-11⬇️	-6⬇️
Compressed work week	<div style="width: 2%;"></div>	2%	+2	-2	-2	-2
Job sharing	<div style="width: 0%;"></div>	0%	-2	0	0	0
Working away from the office/working from home	<div style="width: 48%;"></div>	48%	-18⬇️	-10⬇️	-22⬇️	-15⬇️
None of the above	<div style="width: 30%;"></div>	30%	+9⬆️	+5⬆️	+13⬆️	+10⬆️

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES	
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	81	18	81%	-7 ↓	+1	-3	-4	
	My immediate supervisor encourages me to come up with new or better ways of doing things	73	23	73%	-9 ↓	+1	-3	-3	
	People are recognised for coming up with new and innovative ways of working	57	31	11	57%	-12 ↓	0	-3	
	My agency inspires me to come up with new or better ways of doing things	55	37	8	55%	-11 ↓	+5 ↑	+1	-1
	My agency recognises and supports the notion that failure is a part of innovation	52	41		52%	+7 ↑	+13 ↑	+13 ↑	+10 ↑

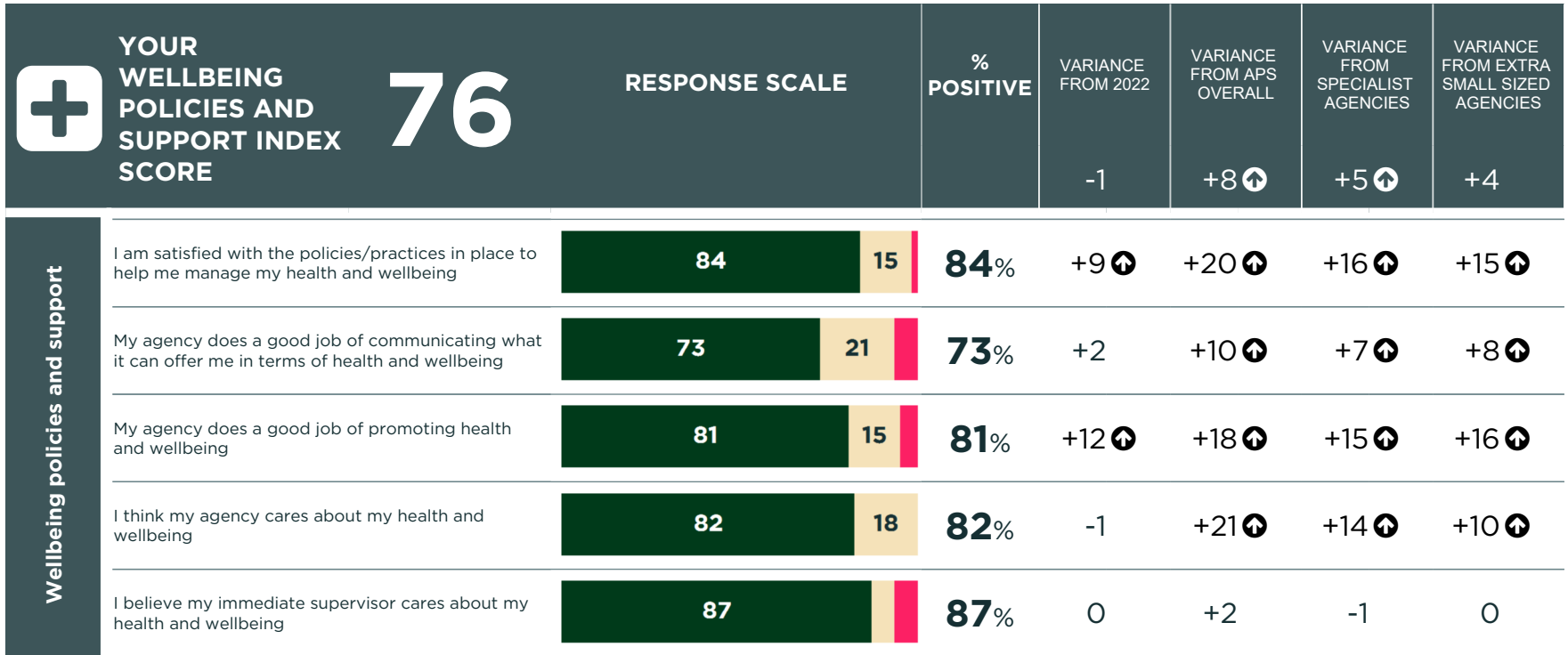
KEY	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive	Neutral	Negative

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




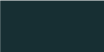

Positive Neutral Negative








WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		3%	+3	-2	0	-1
Often		13%	0	-13 ↓	-10 ↓	-9 ↓
Sometimes		55%	-3	+6 ↑	+4	+6 ↑
Rarely		26%	-3	+8 ↑	+5 ↑	+3
Never		3%	+3	+1	+1	+1

To what extent is your work emotionally demanding?

To a very large extent		3%	+1	-5 ↓	-3	-3
To a large extent		13%	+9 ↑	-8 ↓	-5 ↓	-2
Somewhat		39%	-19 ↓	0	0	-2
To a small extent		34%	+10 ↑	+10 ↑	+7 ↑	+8 ↑
To a very small extent		11%	-2	+2	0	-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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		5%	+5	-4	-3	-3
Agree		13%	-5	-11	-9	-8
Neither agree nor disagree		23%	-5	-9	-7	-5
Disagree		48%	+3	+19	+16	+16
Strongly disagree		11%	+2	+5	+3	0
In general, would you say that your health is:						
Excellent		15%	0	+4	+3	+2
Very good		45%	-4	+12	+9	+9
Good		32%	+7	-6	-4	-3
Fair		8%	-3	-7	-4	-5
Poor		0%	0	-3	-3	-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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		29%	+4	+1	-1	-1
Very good		61%	+5 	+7 	+7 	+7 
Average		8%	-10 	-7 	-5 	-5 
Below average		2%	+2	0	0	0
Well below average		0%	0	-1	-1	-1

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

Excellent		17%	-2	+1	-1	-4
Very good		59%	-5 	+6 	+4	+4
Average		24%	+9 	-1	+2	+7 
Below average		0%	-2	-4	-4	-4
Well below average		0%	0	-2	-2	-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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		89%	0	+11 	+8 	+5 
My workgroup has the tools and resources we need to perform well		64%	+22 	+5 	+5 	+1
The people in my workgroup use time and resources efficiently		81%	-3	+5 	+2	+3
My workgroup can readily adapt to new priorities and tasks		86%	-4	+3	+1	+1
The people in my workgroup cooperate to get the job done		87%	-6 	0	-3	-3

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 SPECIALIST 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		3%	-2	-7↓	-5↓	-7↓
I want to leave my position within the next 12 months		18%	0	-6↓	-5↓	-4
I want to stay working in my position for the next one to two years		50%	+15↑	+13↑	+9↑	+7↑
I want to stay working in my position for at least the next three years		29%	-13↓	0	+1	+5↑

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

I am planning to retire		15%	-8↓	+10↑	+11↑	+11↑
I am pursuing another position within my agency		8%	+8↑	-33↓	-18↓	+1
I am pursuing a position in another agency		54%	+23↑	+27↑	+19↑	+4
I am pursuing work outside the APS		8%	-15↓	-4	-9↓	-13↓
It is the end of my non-ongoing, casual or contracted employment		0%	-15↓	-3	-5↓	-4
Other		15%	+8↑	+3	+3	+2

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		8%	+4	-2	0	0
No		92%	-4	+2	0	0
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 SPECIALIST AGENCIES

VARIANCE FROM EXTRA SMALL SIZED AGENCIES

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

Yes		15%	+9	+4	+7	+6
No		84%	-5	-1	-3	-2
Not sure		2%	-4	-4	-3	-3

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 SPECIALIST 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		0%	-2	-3	-3	-4
No		87%	+3	-4	-4	-3
Not sure		10%	+6	+6	+6	+5
Would prefer not to answer		3%	-8	+1	+1	+2

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	39%
Woman or female	56%
Non-binary	0%
I use a different term	0%
Prefer not to say	5%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	3%
No	97%

Do you have an ongoing disability?	Responses
Yes	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	25%
No	75%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Responses
Yes	6%
No	94%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	66%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	3%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	3%
Anglo-European	16%
North-West European (excluding Anglo-European)	0%
Southern and Eastern European	5%
South-East Asian	9%
North-East Asian	6%
Southern and Central Asian	0%
North American	0%
South and Central American and Caribbean Islander	3%
North African and Middle Eastern	2%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	6%
No	88%
Not sure	6%

AGENCY POSITION



AGENCY POSITION

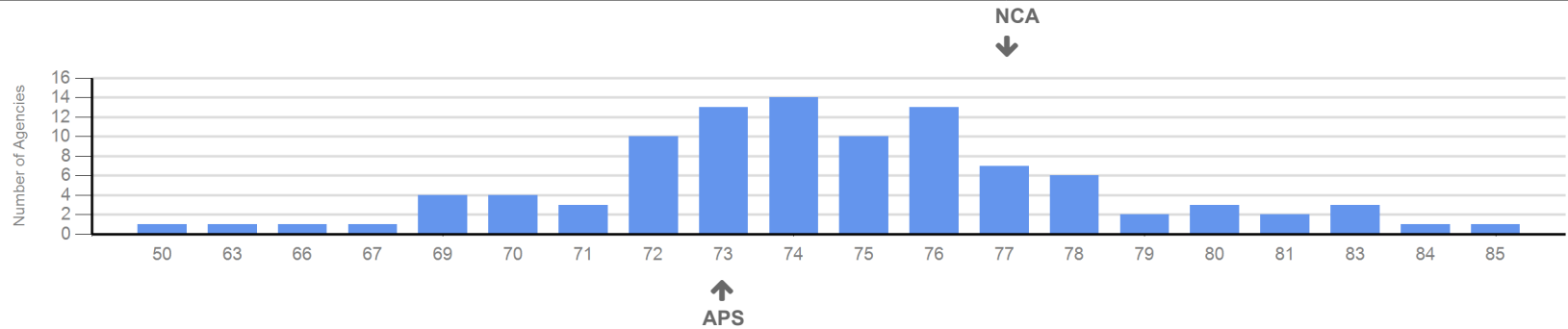
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

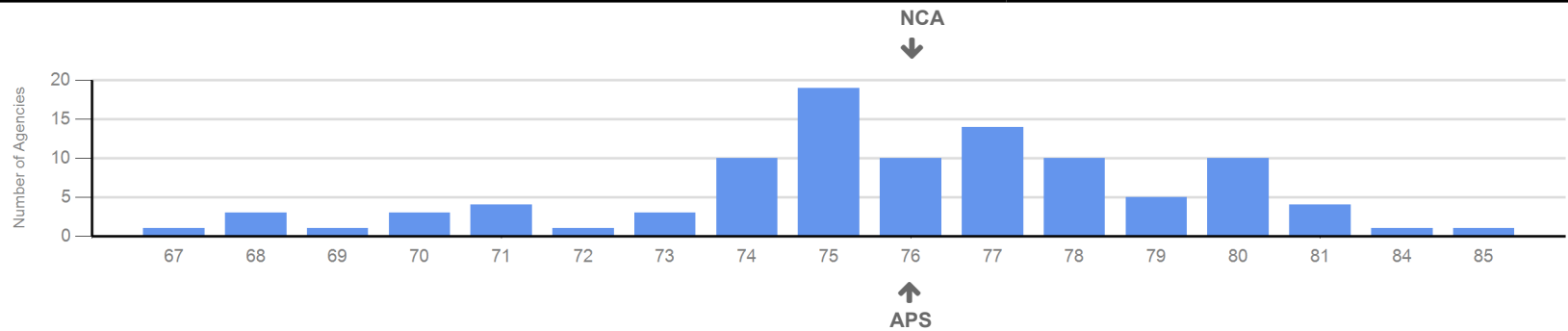
Employee Engagement Index

Ranking : 19th of 100



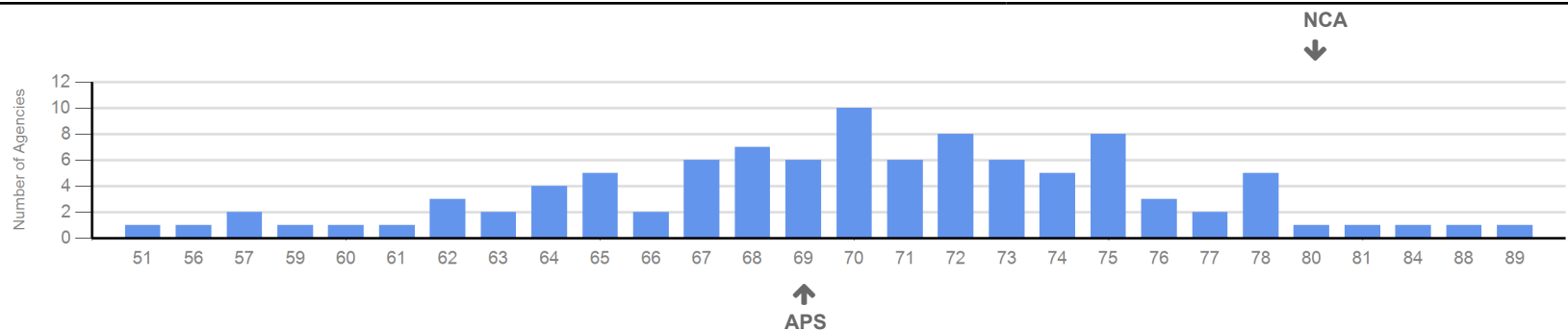
Leadership – Immediate Supervisor Index

Ranking : 50th of 100



Leadership – SES Manager Index

Ranking : 5th of 100



AGENCY POSITION



AGENCY POSITION

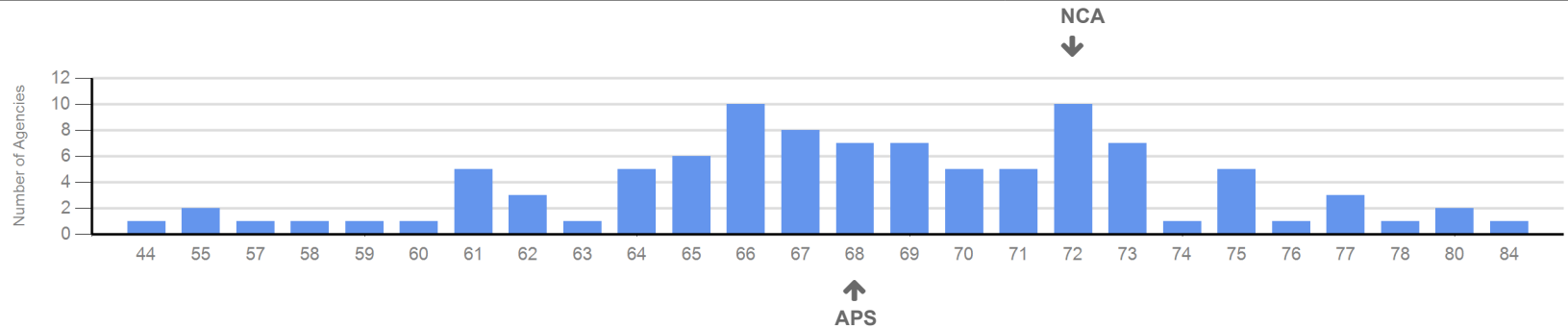
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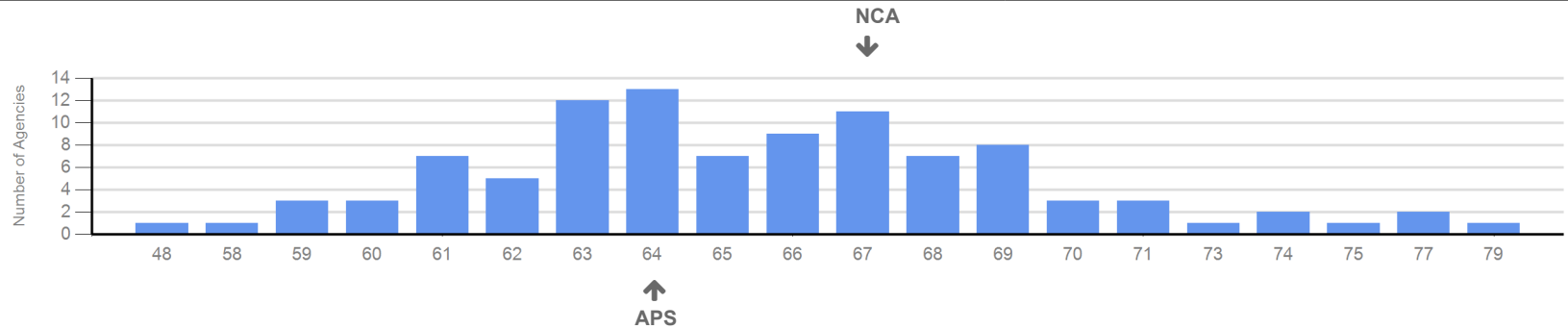
Communication Index

Ranking : 22nd of 100



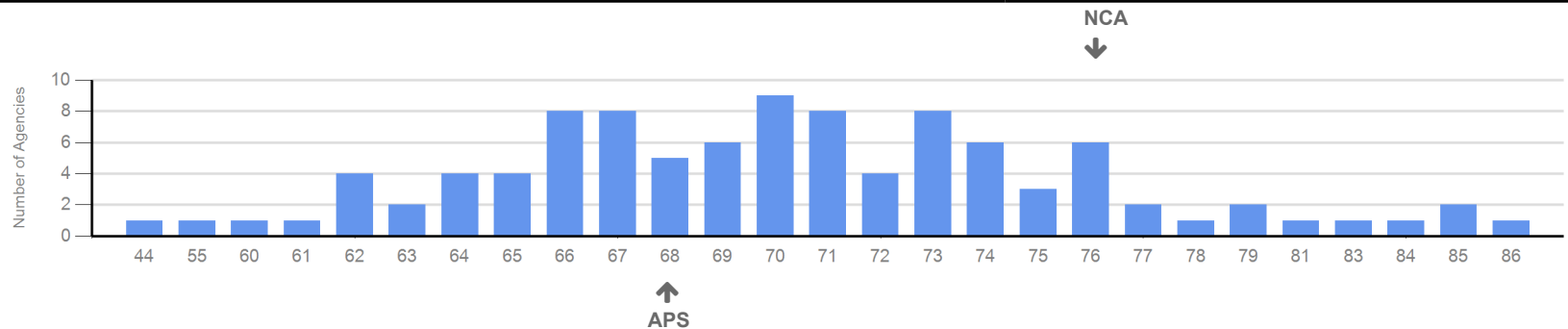
Enabling Innovation Index

Ranking : 31st of 100



Wellbeing Policies and Support Index

Ranking : 15th 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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
.1	My agency supports and actively promotes an inclusive workplace culture			79%	-5	-1	-2	-1
.2	In my agency, communication between SES and other employees is effective			77%	+5	+24	+24	+19
.3	In my agency, the SES clearly articulate the direction and priorities for our agency			80%	+8	+17	+18	+14
.4	My SES manager promotes cooperation within and between agencies			89%	+9	+22	+18	+12
.5	My SES manager creates an environment that enables us to deliver our best			84%	+9	+20	+17	+17
.6	I think my agency cares about my health and wellbeing			82%	-1	+21	+14	+10

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.

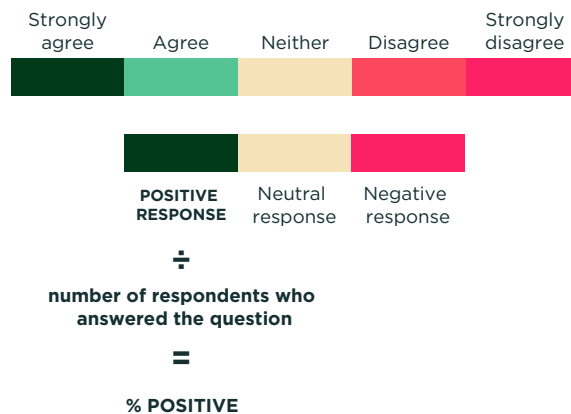
PRIORITISE 3 AREAS TO TAKE FORWARD

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

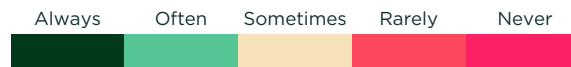
GUIDE TO THIS REPORT

% 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.