



# Highlights Report NCA



CONTENT	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and Change	6
Workplace Conditions	7
Inclusion	9
Enabling Innovation	10
Wellbeing Policies and Support	11
Wellbeing	12
Performance	14
Retention	16
Unacceptable Behaviour	17
Demographics	20
Time to Take Action	22
Guide to this Report	23

RESPONSES:  
**58 of 68**

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	79	16	79%	0	+5 ↑	+3	+5 ↑
	I am proud to work in my agency	80	18	80%	+3	+4	-3	+1
	I would recommend my agency as a good place to work	73	20	73%	+7 ↑	+4	-1	+6 ↑
	I believe strongly in the purpose and objectives of my agency	85	11	85%	-1	+2	-4	-4
STAY	I feel a strong personal attachment to my agency	62	27	62%	-14 ↓	+1	-6 ↓	+1
	I feel committed to my agency's goals	85	13	85%	0	+2	-1	0
STRIVE	I suggest ideas to improve our way of doing things	97		97%	+2	+10 ↑	+7 ↑	+5 ↑
	I am happy to go the 'extra mile' at work when required	93		93%	+3	+2	+1	0
	I work beyond what is required in my job to help my agency achieve its objectives	87	11	87%	+8 ↑	+6 ↑	+5 ↑	+5 ↑
	My agency really inspires me to do my best work every day	71	24	71%	-6 ↓	+13 ↑	+9 ↑	+12 ↑

### 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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	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	18	79%	-6 ⬇	-1	0	+1
	My supervisor can deliver difficult advice whilst maintaining relationships	84	14	84%	+3	+5 ⬆	+6 ⬆	+6 ⬆
	My supervisor invites a range of views, including those different to their own	82	14	82%	+3	0	-1	-3
	My supervisor encourages my team to regularly review and improve our work	75	21	75%	-10 ⬇	-6 ⬇	-5 ⬇	-8 ⬇
	My supervisor is invested in my development	68	27	68%	-2	-8 ⬇	-8 ⬇	-8 ⬇
	My supervisor ensures that my workgroup delivers on what we are responsible for	91	9	91%	+4	+4	+4	+4
<b>Other similar questions</b>								
	My supervisor provides me with helpful feedback to improve my performance	82	14	82%	+3	+5 ⬆	+6 ⬆	+5 ⬆
	My supervisor actively ensures that everyone can be included in workplace activities	88	13	88%	-	+4	+4	+4
<b>KEY</b>		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.

	<b>YOUR SES MANAGER LEADERSHIP INDEX SCORE</b>	<b>76</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					+5 ↑	+7 ↑	+6 ↑	+5 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	76	15 9	76%	+3	+8 ↑	+7 ↑	+10 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	82	13	82%	+11 ↑	+20 ↑	+17 ↑	+12 ↑
	My SES manager promotes cooperation within and between agencies	80	16	80%	+8 ↑	+13 ↑	+11 ↑	+7 ↑
	My SES manager encourages innovation and creativity	73	24	73%	-3	+7 ↑	+6 ↑	+4
	My SES manager creates an environment that enables us to deliver our best	75	18 7	75%	+3	+10 ↑	+9 ↑	+7 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	80	18	80%	+3	+6 ↑	+4	+3

### Other similar questions

All SES	In my agency, the SES work as a team	76	16 8	76%	+8 ↑	+23 ↑	+25 ↑	+20 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	72	17 11	72%	+5 ↑	+9 ↑	+10 ↑	+12 ↑
	In my agency, communication between SES and other employees is effective	72	19 9	72%	+9 ↑	+18 ↑	+20 ↑	+18 ↑

### 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>73</b>		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				+2	+4	+4	+4

Communication	My supervisor communicates effectively	77	20	77%	-10 ↓	-4	-4	-3
	My SES manager communicates effectively	76	16	76%	-1	+7 ↑	+6 ↑	+5 ↑
	Internal communication within my agency is effective	67	27	67%	-3	+10 ↑	+10 ↑	+10 ↑

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	79	16	79%	0	+10 ↑	+8 ↑	+7 ↑
	Staff are consulted about change at work	60	36	60%	-6 ↓	+10 ↑	+11 ↑	+12 ↑
	Change is managed well in my agency	53	38	53%	0	+8 ↑	+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 EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		90%	+3	+11 ↑	+7 ↑	+6 ↑
I have a choice in deciding how I do my work		76%	-5 ↓	+12 ↑	+1	+2
Where appropriate, I am able to take part in decisions that affect my job		81%	-4	+11 ↑	+6 ↑	+3
I am clear what my duties and responsibilities are		93%	+6 ↑	+12 ↑	+11 ↑	+14 ↑
I am satisfied with the recognition I receive for doing a good job		72%	+4	+5 ↑	+2	+1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		48%	-8 ↓	-12 ↓	-11 ↓	-18 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		79%	+9 ↑	+3	-2	+1
I am satisfied with the stability and security of my job		74%	+8 ↑	-7 ↓	-4	-7 ↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		83%	+4	+5 ↑	-2	+1

## KEY

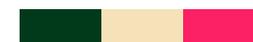


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS		40%	-7↓	-22↓	-15↓	-13↓
I understand how my role contributes to achieving an outcome for the Australian public		93%	+4	+1	0	+1
I believe strongly in the purpose and objectives of the APS		80%	+6↑	-5↓	-4	-3

	RESPONSE SCALE	%	VARIANCE FROM 2021	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		15%	-12↓	-8↓	-9↓	-11↓
Slightly above capacity - lots of work to do		53%	+12↑	+12↑	+13↑	+10↑
At capacity - about the right amount of work to do		33%	+12↑	+3	+3	+6↑
Slightly below capacity - available for more work		0%	-10↓	-6↓	-6↓	-4
Well below capacity - not enough work		0%	-2	-1	-1	-1

### KEY

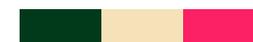


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	<div style="width: 84%;"><span>84</span></div> <div style="width: 16%;"><span>16</span></div>	84%	+3	+5	+4	+9
My supervisor actively ensures that everyone can be included in workplace activities	<div style="width: 88%;"><span>88</span></div> <div style="width: 13%;"><span>13</span></div>	88%	-	+4	+4	+4
I receive the respect I deserve from my colleagues at work	<div style="width: 82%;"><span>82</span></div> <div style="width: 13%;"><span>13</span></div>	82%	+10	0	+1	+1

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div style="width: 10%;"><span>10</span></div>	10%	-3	-4	-4	-6
Flexible hours of work	<div style="width: 24%;"><span>24</span></div>	24%	-4	-2	-10	-3
Compressed work week	<div style="width: 0%;"><span>0</span></div>	0%	0	-3	-3	-2
Job sharing	<div style="width: 2%;"><span>2</span></div>	2%	-4	+1	+1	+1
Working away from the office/working from home	<div style="width: 66%;"><span>66</span></div>	66%	+4	+11	-2	-2
None of the above	<div style="width: 21%;"><span>21</span></div>	21%	+4	-6	+3	+4

**KEY**

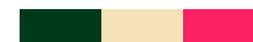


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 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	87	11	87%	-1	+5 ⬆️	+2	+2
	My immediate supervisor encourages me to come up with new or better ways of doing things	82	7 11	82%	+12 ⬆️	+8 ⬆️	+6 ⬆️	+4
	People are recognised for coming up with new and innovative ways of working	69	20 11	69%	+14 ⬆️	+9 ⬆️	+10 ⬆️	+12 ⬆️
	My agency inspires me to come up with new or better ways of doing things	65	27 7	65%	+16 ⬆️	+13 ⬆️	+10 ⬆️	+11 ⬆️
	My agency recognises and supports the notion that failure is a part of innovation	45	42 13	45%	+6 ⬆️	+6 ⬆️	+5 ⬆️	+7 ⬆️

KEY	⬆️	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	⬇️	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive	Neutral	Negative
					<span style="display:inline-block; width:15px; height:15px; background-color: #004d00;"></span>	<span style="display:inline-block; width:15px; height:15px; background-color: #f0c000;"></span>	<span style="display:inline-block; width:15px; height:15px; background-color: #e91e63;"></span>

# 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		77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	75	24	75%	-3	+10 ↑	+7 ↑	+9 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	71	27	71%	-3	+7 ↑	+3	+8 ↑
	My agency does a good job of promoting health and wellbeing	69	29	69%	-4	+5 ↑	+2	+7 ↑
	I think my agency cares about my health and wellbeing	84	16	84%	+10 ↑	+22 ↑	+14 ↑	+14 ↑
	I believe my immediate supervisor cares about my health and wellbeing	87	11	87%	0	+2	0	-1

### KEY

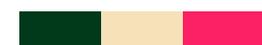


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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

Always		0%	-6 ↓	-5 ↓	-4	-4
Often		13%	-4	-13 ↓	-11 ↓	-11 ↓
Sometimes		58%	-2	+8 ↑	+8 ↑	+9 ↑
Rarely		29%	+12 ↑	+11 ↑	+9 ↑	+9 ↑
Never		0%	0	-2	-2	-2

## To what extent is your work emotionally demanding?

To a very large extent		2%	-4	-5 ↓	-4	-4
To a large extent		4%	-15 ↓	-17 ↓	-15 ↓	-15 ↓
Somewhat		57%	+14 ↑	+18 ↑	+19 ↑	+20 ↑
To a small extent		24%	+3	0	-2	-1
To a very small extent		13%	+2	+4	+2	+1

### 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 EXTRA SMALL SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree		0%	-6 ↓	-8 ↓	-8 ↓	-8 ↓
Agree		18%	+1	-6 ↓	-5 ↓	-2
Neither agree nor disagree		27%	-10 ↓	-4	-2	-3
Disagree		45%	+15 ↑	+16 ↑	+13 ↑	+12 ↑
Strongly disagree		9%	0	+2	+1	0
<b>In general, would you say that your health is:</b>						
Excellent		15%	+5 ↑	+4	+4	+3
Very good		49%	+9 ↑	+15 ↑	+13 ↑	+10 ↑
Good		25%	-12 ↓	-12 ↓	-11 ↓	-8 ↓
Fair		11%	0	-4	-3	-2
Poor		0%	-2	-3	-3	-2

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

Excellent		<b>25%</b>	+20 	-2	-4	-5 
Very good		<b>56%</b>	-21 	+1	+1	+4
Average		<b>18%</b>	+1	+4	+5 	+4
Below average		<b>0%</b>	0	-2	-2	-2
Well below average		<b>0%</b>	0	-1	-1	0

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

Excellent		<b>19%</b>	+15 	+2	+1	-2
Very good		<b>64%</b>	-6 	+9 	+9 	+15 
Average		<b>15%</b>	-8 	-9 	-7 	-9 
Below average		<b>2%</b>	0	-2	-2	-2
Well below average		<b>0%</b>	0	-2	-2	-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 EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		89%	-3	+10 	+7 	+5 
My workgroup has the tools and resources we need to perform well		42%	-14 	-20 	-17 	-20 
The people in my workgroup use time and resources efficiently		84%	+13 	+7 	+6 	+5 
My workgroup can readily adapt to new priorities and tasks		89%	+5 	+5 	+5 	+3
The people in my workgroup cooperate to get the job done		93%	+6 	+4	+3	+2

## KEY

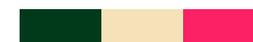


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 EXTRA SMALL 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		5%	-4	-4	-3	-4
I want to leave my position within the next 12 months		18%	-3	-5 ↓	-4	-7 ↓
I want to stay working in my position for the next one to two years		35%	-2	-3	-5 ↓	-7 ↓
I want to stay working in my position for at least the next three years		42%	+9 ↑	+11 ↑	+12 ↑	+19 ↑
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		23%	+11 ↑	+17 ↑	+18 ↑	+19 ↑
I am pursuing another position within my agency		0%	-13 ↓	-40 ↓	-26 ↓	-11 ↓
I am pursuing a position in another agency		31%	-7 ↓	+6 ↑	-2	-21 ↓
I am pursuing work outside the APS		23%	+4	+11 ↑	+5 ↑	+6 ↑
It is the end of my non-ongoing, casual or contracted employment		15%	+15 ↑	+11 ↑	+9 ↑	+11 ↑
Other		8%	-11 ↓	-5 ↓	-5 ↓	-3

## 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 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		4%	-2	-6 ↓	-5 ↓	-4
No		96%	+2	+6 ↑	+5 ↑	+4
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

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

		%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Yes		6%	-14 ↓	-4	-2	-2
No		89%	+15 ↑	+3	+2	+2
Not sure		6%	0	+1	0	0

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 2021	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		2%	+2	-1	-1	-4
No		84%	-7 ↓	-7 ↓	-8 ↓	-2
Not sure		4%	-4	0	0	-1
Would prefer not to answer		11%	+9 ↑	+9 ↑	+9 ↑	+7 ↑

## 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



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# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
<b>How do you describe your gender?</b>						
Man or male		<b>41%</b>	+4	+4	+1	+11
Woman or female		<b>53%</b>	-4	-6	-2	-12
Non-binary		<b>0%</b>	0	0	-1	-1
I use a different term		<b>0%</b>	0	0	0	0
Prefer not to say		<b>5%</b>	0	+2	+2	+2
<b>Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?</b>						
Yes		<b>2%</b>	0	-2	-1	+1
No		<b>98%</b>	0	+2	+1	-1
<b>Do you have an ongoing disability?</b>						
Yes		<b>9%</b>	+1	-1	+1	+1
No		<b>91%</b>	-1	+1	-1	-1

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# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
<b>Do you have carer responsibilities?</b>						
Yes		<b>33%</b>	+6	-8	-7	-6
No		<b>67%</b>	-6	+8	+7	+6
<b>Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?</b>						
Yes		<b>5%</b>	-1	-3	-4	-6
No		<b>95%</b>	+1	+3	+4	+6
<b>In which country were you born?</b>						
Australia		<b>76%</b>	+3	-1	0	-3
Other country		<b>24%</b>	-3	+1	0	+3
<b>Do you speak a language other than English at home?</b>						
No, English only		<b>88%</b>	+5	+8	+7	+3
Yes, other		<b>12%</b>	-5	-8	-7	-3

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# 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.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

## 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	<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.