



Highlights Report NOPSEMA



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RESPONSES:
120 of 153

RESPONSE RATE:
78%

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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	74	14 12	74%	-4	+1	-2	+1
	I am proud to work in my agency	81	14	81%	+5 ⬆️	+6 ⬆️	+1	+5 ⬆️
	I would recommend my agency as a good place to work	76	16 8	76%	+4	+8 ⬆️	+3	+12 ⬆️
	I believe strongly in the purpose and objectives of my agency	91		91%	+2	+7 ⬆️	+1	+4
STAY	I feel a strong personal attachment to my agency	64	24 12	64%	+7 ⬆️	+4	+1	+4
	I feel committed to my agency's goals	90	9	90%	+4	+7 ⬆️	+3	+7 ⬆️
STRIVE	I suggest ideas to improve our way of doing things	89	8	89%	0	+3	+2	+1
	I am happy to go the 'extra mile' at work when required	93		93%	0	+3	+2	+4
	I work beyond what is required in my job to help my agency achieve its objectives	86	13	86%	+3	+6 ⬆️	+6 ⬆️	+6 ⬆️
	My agency really inspires me to do my best work every day	58	25 16	58%	+8 ⬆️	+1	-3	+4

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		70	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	72	18 9	72%	0	-7	-8	-4
	My supervisor can deliver difficult advice whilst maintaining relationships	68	20 12	68%	-2	-11	-12	-8
	My supervisor invites a range of views, including those different to their own	67	15 18	67%	-9	-15	-17	-12
	My supervisor encourages my team to regularly review and improve our work	76	16 8	76%	+1	-5	-6	-1
	My supervisor is invested in my development	58	28 14	58%	-6	-18	-19	-16
	My supervisor ensures that my workgroup delivers on what we are responsible for	84	13	84%	-3	-3	-4	-1
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	61	24 15	61%	-9	-16	-17	-13
	My immediate supervisor encourages me	59	23 18	59%	-5	-17	-19	-15
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		63	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
SES Manager	My SES manager clearly articulates the direction and priorities for our area	55	20	26	55%	-6 ↓	-13 ↓	-14 ↓	-9 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	56	26	19	56%	-8 ↓	-6 ↓	-9 ↓	-6 ↓
	My SES manager promotes cooperation within and between agencies	61	28	11	61%	-6 ↓	-5 ↓	-7 ↓	-3
	My SES manager encourages innovation and creativity	52	30	17	52%	-14 ↓	-13 ↓	-15 ↓	-10 ↓
	My SES manager creates an environment that enables us to deliver our best	50	28	22	50%	-1	-13 ↓	-15 ↓	-10 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	62	26	12	62%	-4	-11 ↓	-14 ↓	-9 ↓
Other similar questions									
	In my agency, the SES work as a team	34	28	38	34%	0	-19 ↓	-18 ↓	-14 ↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	40	27	33	40%	-10 ↓	-23 ↓	-25 ↓	-14 ↓
	In my agency, communication between SES and other employees is effective	34	33	33	34%	-1	-19 ↓	-20 ↓	-12 ↓
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	57	24	18	57%	-	-8 ↓	-10 ↓	-4
KEY	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative 						

COMMUNICATION AND CHANGE



COMMUNICATION

THE COMMUNICATION SCORE MEASURES COMMUNICATION AT THE INDIVIDUAL, GROUP AND AGENCY LEVEL.

CHANGE

EFFECTIVE COMMUNICATION IS AN IMPORTANT PART OF ANY CHANGE PROCESS. NOTE THESE QUESTIONS DO NOT CONTRIBUTE TO THE ABOVE INDEX SCORE.

YOUR COMMUNICATION INDEX SCORE	60	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				-2	-9 ↓	-9 ↓	-5 ↓

Communication	My supervisor communicates effectively	66	21	13	66%	-9 ↓	-15 ↓	-15 ↓	-12 ↓
	My SES manager communicates effectively	53	24	23	53%	-6 ↓	-16 ↓	-17 ↓	-11 ↓
	Internal communication within my agency is effective	36	33	31	36%	-4	-20 ↓	-23 ↓	-11 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	63	18	18	63%	-6 ↓	-4	-6 ↓	-3
	Staff are consulted about change at work	44	32	24	44%	+5 ↑	-5 ↓	-7 ↓	-1
	Change is managed well in my agency	30	33	37	30%	+1	-13 ↓	-15 ↓	-5 ↓

KEY	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative
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WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		82%	+1	+3	0	+2
I have a choice in deciding how I do my work		65%	+2	+1	-6 ↓	-6 ↓
Where appropriate, I am able to take part in decisions that affect my job		58%	-8 ↓	-12 ↓	-14 ↓	-11 ↓
I am clear what my duties and responsibilities are		83%	-3	+3	+2	+5 ↑
I am satisfied with the recognition I receive for doing a good job		54%	-10 ↓	-12 ↓	-16 ↓	-12 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		65%	-16 ↓	+13 ↑	+11 ↑	+13 ↑
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		85%	+9 ↑	+11 ↑	+4	+6 ↑
I am satisfied with the stability and security of my job		62%	-2	-20 ↓	-22 ↓	-13 ↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		75%	+12 ↑	-4	-10 ↓	-6 ↓

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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 53 37 9 </div>	53%	+1	-8 ⬇️	-7 ⬇️	0
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;"> 96 </div>	96%	+4	+4	+3	+5 ⬆️
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 82 17 </div>	82%	-1	-2	-4	+1

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

Well above capacity - too much work	<div style="width: 22%; height: 20px; background-color: #004d00;"></div>	22%	-3	-2	-3	-4
Slightly above capacity - lots of work to do	<div style="width: 43%; height: 20px; background-color: #004d00;"></div>	43%	+4	+3	+2	+3
At capacity - about the right amount of work to do	<div style="width: 30%; height: 20px; background-color: #004d00;"></div>	30%	+1	0	+2	+4
Slightly below capacity - available for more work	<div style="width: 5%; height: 20px; background-color: #004d00;"></div>	5%	-1	0	0	-1
Well below capacity - not enough work	<div style="width: 0%; height: 20px; background-color: #004d00;"></div>	0%	-1	-1	-1	-2

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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		71%	+7 ⬆️	-8 ⬇️	-9 ⬇️	-4
My supervisor actively ensures that everyone can be included in workplace activities		72%	-3	-11 ⬇️	-13 ⬇️	-10 ⬇️
I receive the respect I deserve from my colleagues at work		73%	+1	-8 ⬇️	-9 ⬇️	-6 ⬇️

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		7%	-2	-7 ⬇️	-7 ⬇️	-8 ⬇️
Flexible hours of work		38%	+14 ⬆️	+10 ⬆️	+7 ⬆️	+7 ⬆️
Compressed work week		62%	+10 ⬆️	+58 ⬆️	+56 ⬆️	+56 ⬆️
Job sharing		2%	+1	+1	+1	+1
Working away from the office/working from home		63%	+37 ⬆️	+5 ⬆️	-13 ⬇️	-4
None of the above		6%	-11 ⬇️	-20 ⬇️	-6 ⬇️	-12 ⬇️

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		60		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM 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	77	14	9	77%	+1	-2	-3	-3
	My immediate supervisor encourages me to come up with new or better ways of doing things	57	26	17	57%	-9↓	-15↓	-16↓	-15↓
	People are recognised for coming up with new and innovative ways of working	48	36	17	48%	+4	-10↓	-13↓	-4
	My agency inspires me to come up with new or better ways of doing things	46	33	20	46%	0	-3	-5↓	-2
	My agency recognises and supports the notion that failure is a part of innovation	19	53	28	19%	-5↓	-20↓	-20↓	-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		65	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
					+5 ↑	-3	-5 ↓	-4	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	62	24	14	62%	+13 ↑	-2	-5 ↓	-1
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	56	28	16	56%	+5 ↑	-6 ↓	-10 ↓	-7 ↓
	My agency does a good job of promoting health and wellbeing	58	27	16	58%	+14 ↑	-5 ↓	-8 ↓	-3
	I think my agency cares about my health and wellbeing	63	19	18	63%	+24 ↑	+2	-4	-2
	I believe my immediate supervisor cares about my health and wellbeing	74	16	10	74%	-5 ↓	-11 ↓	-13 ↓	-12 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR




Positive Neutral Negative













WELLBEING

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

Always		1%	-1	-4	-4	-4
Often		31%	+1	+5 	+6 	+5 
Sometimes		51%	+4	+2	+1	+3
Rarely		17%	-2	-1	-1	-3
Never		0%	-2	-2	-2	-2

To what extent is your work emotionally demanding?

To a very large extent		3%	-2	-5 	-5 	-4
To a large extent		19%	-1	-2	0	0
Somewhat		48%	+2	+10 	+11 	+9 
To a small extent		22%	+3	-1	-3	-3
To a very small extent		8%	-3	-1	-2	-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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		3%	-7 ↓	-6 ↓	-6 ↓	-7 ↓
Agree		21%	+3	-3	-2	-3
Neither agree nor disagree		42%	+13 ↑	+10 ↑	+12 ↑	+12 ↑
Disagree		27%	-5 ↓	-2	-4	-3
Strongly disagree		8%	-4	+1	0	0
In general, would you say that your health is:						
Excellent		15%	-1	+5 ↑	+4	+4
Very good		35%	+3	+2	-1	+1
Good		37%	+4	-1	+1	0
Fair		12%	-5 ↓	-3	-2	-2
Poor		1%	-1	-2	-2	-2

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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		27%	-1	-1	-3	0
Very good		55%	+1	0	0	+1
Average		16%	0	+1	+3	0
Below average		3%	0	+1	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		13%	+2	-2	-4	0
Very good		55%	-6 ↓	+1	-2	+5 ↑
Average		29%	+6 ↑	+4	+8 ↑	+1
Below average		3%	0	-1	0	-3
Well below average		0%	-2	-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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		82%	-4	+4	+1	+2
My workgroup has the tools and resources we need to perform well		61%	+3	+2	+5 	+10 
The people in my workgroup use time and resources efficiently		68%	-8 	-8 	-10 	-8 
My workgroup can readily adapt to new priorities and tasks		87%	+3	+4	+2	+5 
The people in my workgroup cooperate to get the job done		85%	-4	-3	-5 	-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 REGULATORY AGENCIES	VARIANCE FROM SMALL 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		8%	+3	-2	-1	-2
I want to leave my position within the next 12 months		18%	-1	-6 ↓	-5 ↓	-4
I want to stay working in my position for the next one to two years		27%	-10 ↓	-11 ↓	-15 ↓	-12 ↓
I want to stay working in my position for at least the next three years		48%	+9 ↑	+19 ↑	+22 ↑	+18 ↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		0%	-7 ↓	-5 ↓	-3	-4
I am pursuing another position within my agency		34%	+9 ↑	-7 ↓	+2	+17 ↑
I am pursuing a position in another agency		10%	0	-17 ↓	-24 ↓	-34 ↓
I am pursuing work outside the APS		38%	+2	+27 ↑	+23 ↑	+22 ↑
It is the end of my non-ongoing, casual or contracted employment		7%	-7 ↓	+4	+3	+2
Other		10%	+3	-2	-2	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL 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	25%	-	-	-	-
Other	17%	-	-	-	-
My immediate supervisor's leadership is of a poor quality	13%	-	-	-	-
I am looking to further my skills in another area	8%	-	-	-	-
I have achieved all I can in my current position	8%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO HAD PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF DISCRIMINATION WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

DISCRIMINATION	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM 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		10%	0	-1	+2	0
No		90%	0	+1	-2	0
Did this discrimination occur in your current agency?						
Yes		91%	0	-1	+1	0
No		9%	0	+1	-1	0
Basis for the discrimination that you experienced (3 highest responses):						
Gender		36%	-	-	-	-
Race		36%	-	-	-	-
Other		36%	-	-	-	-

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 REGULATORY AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		15%	+2	+4	+5	+3
No		84%	0	-1	-2	+1
Not sure		2%	-2	-4	-3	-4

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		47%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		35%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		29%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		25%	-25	-10	-8	-10
It was reported by someone else		0%	-7	-8	-8	-5
I did not report the behaviour		75%	+32	+18	+17	+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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL 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		3%	-3	0	+1	-2
No		88%	+3	-3	-4	+1
Not sure		4%	-1	0	+1	-1
Would prefer not to answer		4%	+1	+2	+2	+1

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	57%
Woman or female	37%
Non-binary	1%
I use a different term	1%
Prefer not to say	5%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	2%
No	98%

Do you have carer responsibilities?	Responses
Yes	39%
No	61%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Responses
Yes	4%
No	96%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	56%
Australian Aboriginal and/or Torres Strait Islander	0%
New Zealander (excluding Maori)	3%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	30%
North-West European (excluding Anglo-European)	8%
Southern and Eastern European	7%
South-East Asian	7%
North-East Asian	0%
Southern and Central Asian	3%
North American	2%
South and Central American and Caribbean Islander	3%
North African and Middle Eastern	1%
Sub-Saharan African	3%

Do you consider yourself to be neurodivergent?	Responses
Yes	7%
No	88%
Not sure	5%

AGENCY POSITION



AGENCY POSITION

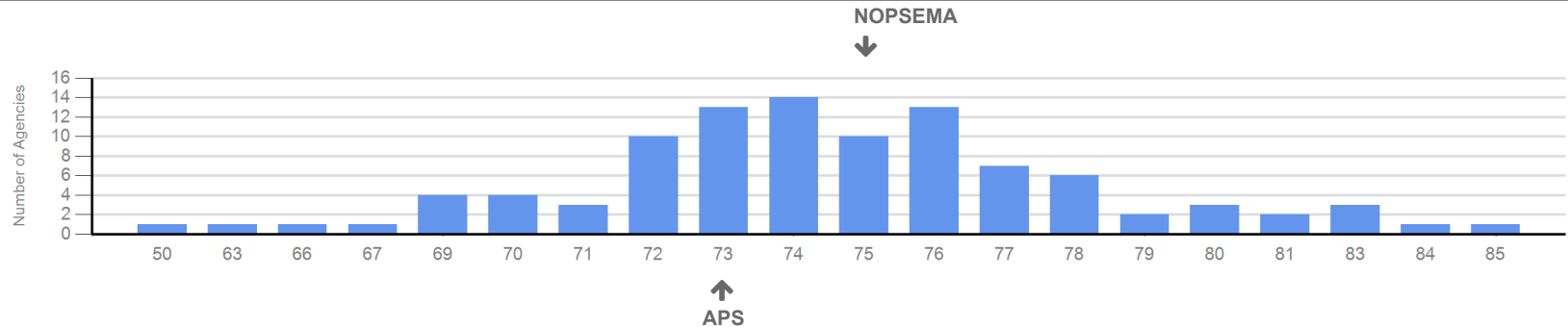
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

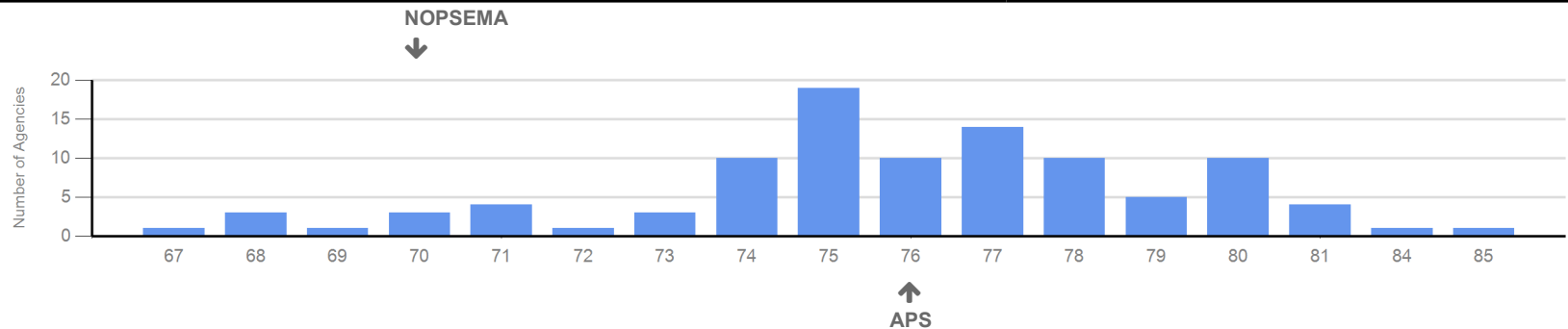
Employee Engagement Index

Ranking : 46th of 100



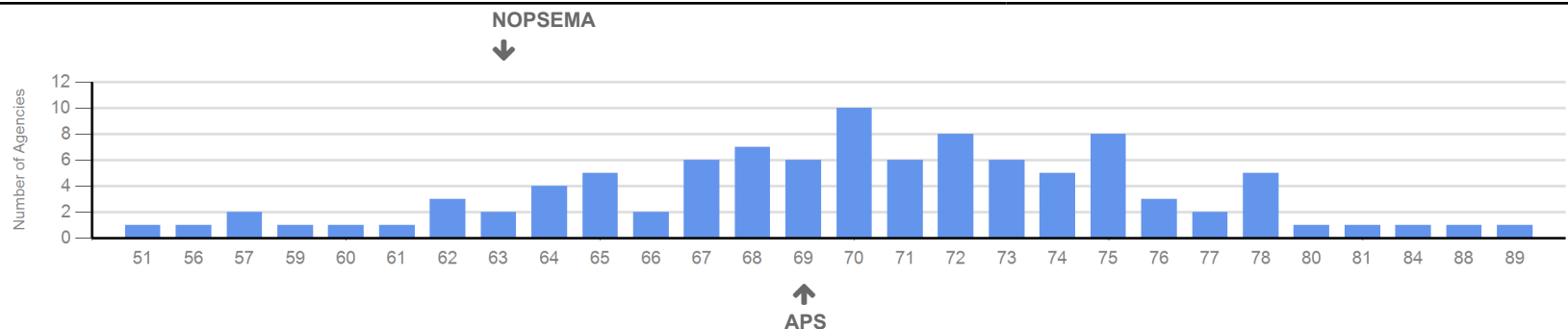
Leadership – Immediate Supervisor Index

Ranking : 94th of 100



Leadership – SES Manager Index

Ranking : 90th of 100



AGENCY POSITION



AGENCY POSITION

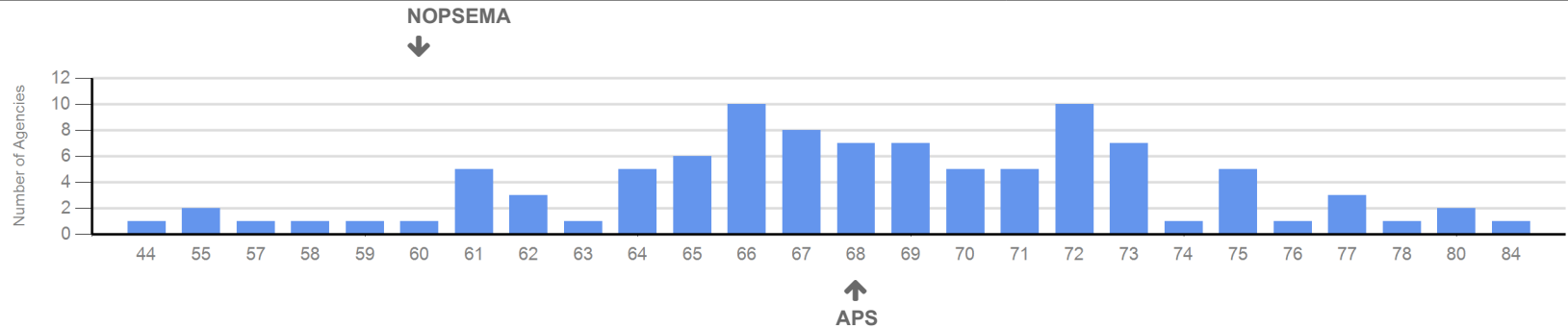
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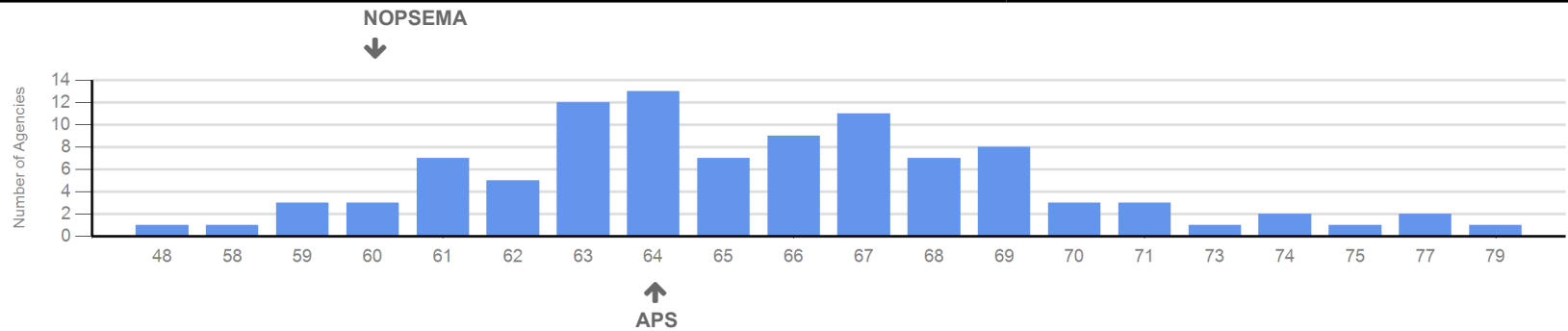
Communication Index

Ranking : 94th of 100



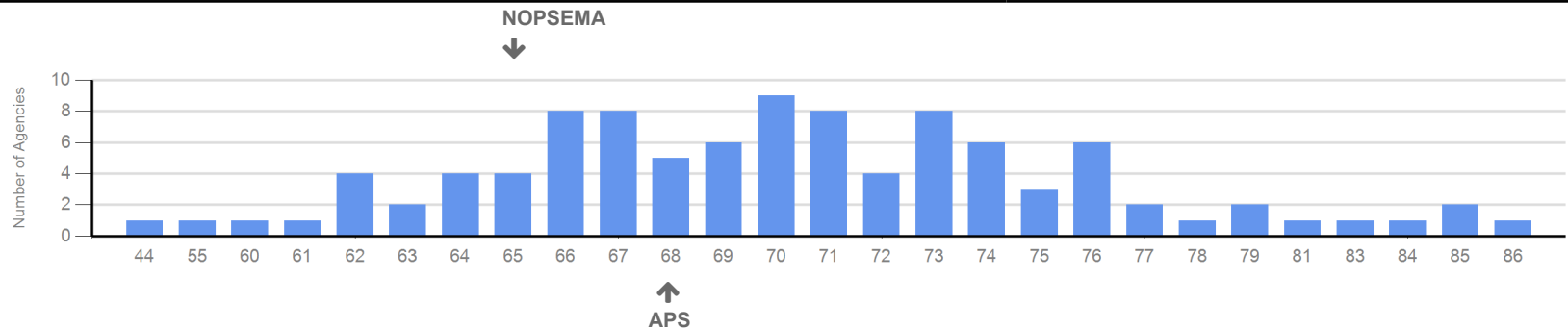
Enabling Innovation Index

Ranking : 95th of 100



Wellbeing Policies and Support Index

Ranking : 83rd 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
.1	When changes occur, the impacts are communicated well within my workgroup			63%	-6	-4	-6	-3
.2	My agency supports and actively promotes an inclusive workplace culture			71%	+7	-8	-9	-4
.3	My SES manager encourages innovation and creativity			52%	-14	-13	-15	-10
.4	I think my agency cares about my health and wellbeing			63%	+24	+2	-4	-2
.5	My SES manager promotes cooperation within and between agencies			61%	-6	-5	-7	-3
.6	Relationships at work are strained			53%	-4	-9	-12	-2

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.

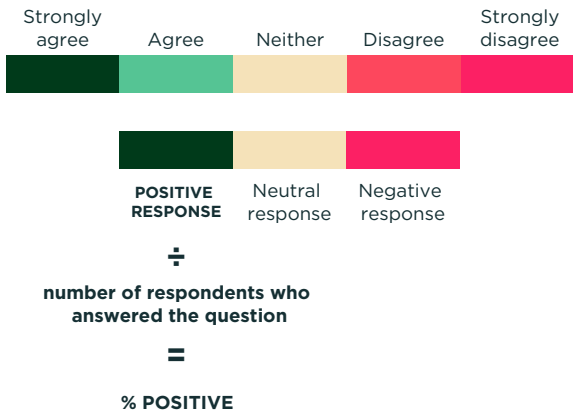
PRIORITISE 3 AREAS TO TAKE FORWARD

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

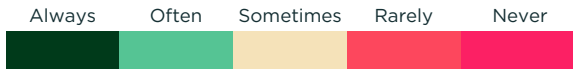
GUIDE TO THIS REPORT

% 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.