

## Highlights Report NOPSEMA



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Responses:

133 of 150

Response Rate:

89%

# 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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
Say	Overall, I am satisfied with my job	77	12 11	77%	+4	+2	0	+2
	I am proud to work in my agency	78	18	78%	-3	0	-3	-2
	I would recommend my agency as a good place to work	69	21 10	69%	-7↓	-2	-7↓	0
	I believe strongly in the purpose and objectives of my agency	91		91%	0	+5↑	0	+2
Stay	I feel a strong personal attachment to my agency	62	31 8	62%	-3	-1	-3	-3
	I feel committed to my agency's goals	88	10	88%	-2	+2	-1	+1
Strive	I suggest ideas to improve our way of doing things	89	9	89%	0	+2	0	-1
	I am happy to go the 'extra mile' at work when required	94		94%	+1	+3	+2	+3
	I work beyond what is required in my job to help my agency achieve its objectives	86	12	86%	-1	+5↑	+5↑	+5↑
	My agency really inspires me to do my best work every day	56	31 14	56%	-3	-5↓	-9↓	-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 Index assesses how employees view the leadership behaviours of their immediate supervisor in line with the APS Leadership Capability Framework.

Your Immediate Supervisor Index score		72	Response scale		% Positive	Variance from 2023	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	75	17	8	75%	+3	-5 ↓	-5 ↓	-3	
	My supervisor can deliver difficult advice whilst maintaining relationships	74	17	9	74%	+6 ↑	-5 ↓	-6 ↓	-4	
	My supervisor invites a range of views, including those different to their own	75	14	11	75%	+8 ↑	-7 ↓	-9 ↓	-7 ↓	
	My supervisor encourages my team to regularly review and improve our work	76	17		76%	+1	-6 ↓	-6 ↓	-3	
	My supervisor is invested in my development	65	22	13	65%	+7 ↑	-13 ↓	-13 ↓	-12 ↓	
	My supervisor ensures that my workgroup delivers on what we are responsible for	81	11	8	81%	-3	-7 ↓	-7 ↓	-6 ↓	
<b>Other similar questions</b>										
	My supervisor provides me with helpful feedback to improve my performance	68	19	13	68%	+7 ↑	-10 ↓	-11 ↓	-7 ↓	
	My immediate supervisor encourages me	67	20	13	67%	+8 ↑	-10 ↓	-12 ↓	-9 ↓	
	My supervisor actively ensures that everyone can be included in workplace activities	72	17	11	72%	0	-12 ↓	-12 ↓	-10 ↓	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	71	20	9	71%	-	-10 ↓	-10 ↓	-8 ↓	
<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 Index 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>62</b>	<b>Response scale</b>	<b>% Positive</b>	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
				-1	-8 ↓	-8 ↓	-8 ↓

<b>SES Manager</b>	My SES manager clearly articulates the direction and priorities for our area	45	37	18	45%	-10 ↓	-25 ↓	-25 ↓	-21 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	52	35	14	52%	-4	-12 ↓	-14 ↓	-13 ↓
	My SES manager promotes cooperation within and between agencies	60	32	8	60%	-1	-8 ↓	-10 ↓	-9 ↓
	My SES manager encourages innovation and creativity	51	34	15	51%	-1	-15 ↓	-17 ↓	-14 ↓
	My SES manager creates an environment that enables us to deliver our best	50	32	18	50%	0	-15 ↓	-15 ↓	-13 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	58	28	14	58%	-4	-17 ↓	-19 ↓	-17 ↓

### Other similar questions

In my agency, the SES work as a team	44	27	29	44%	+10 ↑	-12 ↓	-10 ↓	-12 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	42	34	23	42%	+2	-22 ↓	-22 ↓	-18 ↓
My SES manager routinely promotes the use of data and evidence to deliver outcomes	50	39	11	50%	-7 ↓	-17 ↓	-18 ↓	-17 ↓

<b>Key</b>	<b>At least 5 percentage points greater than comparator</b>	<b>At least 5 percentage points less than comparator</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>

# Communication and change



## Communication

The Communication Index 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.

	<b>Your Communication Index score</b>	<b>61</b>	<b>Response scale</b>	<b>% Positive</b>	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
					+2	-8 ↓	-8 ↓	-6 ↓

Communication	My supervisor communicates effectively	74	11	14	74%	+8 ↑	-7 ↓	-8 ↓	-5 ↓
	My SES manager communicates effectively	61	20	18	61%	+8 ↑	-8 ↓	-9 ↓	-7 ↓
	Internal communication within my agency is effective	38	27	34	38%	+2	-20 ↓	-21 ↓	-14 ↓

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	66	18	16	66%	+3	-2	-2	-1
	Staff are consulted about change at work	45	36	20	45%	+1	-6 ↓	-7 ↓	-3
	Change is managed well in my agency	29	35	36	29%	-1	-15 ↓	-15 ↓	-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 Index 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 2023	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	80	11 9	80%	+3	+1	-1	0
	My immediate supervisor encourages me to come up with new or better ways of doing things	65	20 15	65%	+8 ↑	-7 ↓	-9 ↓	-7 ↓
	People are recognised for coming up with new and innovative ways of working	48	31 21	48%	0	-10 ↓	-13 ↓	-8 ↓
	My agency inspires me to come up with new or better ways of doing things	40	38 22	40%	-6 ↓	-10 ↓	-12 ↓	-10 ↓
	My agency recognises and supports the notion that failure is a part of innovation	24	40 35	24%	+5 ↑	-16 ↓	-17 ↓	-13 ↓

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 Index provides a measure of the practical and cultural elements that allow for a sustainable and healthy working environment.

<b>Your Wellbeing Policies and Support Index score</b>	<b>66</b>	<b>Response scale</b>	<b>% Positive</b>	<b>Variance from 2023</b>	<b>Variance from APS overall</b>	<b>Variance from regulatory agencies</b>	<b>Variance from small sized agencies</b>
				+1	-4	-6 ↓	-4

<b>Wellbeing Policies and Support</b>	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	63	27	10	<b>63%</b>	+2	-4	-7 ↓	-3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	58	32	10	<b>58%</b>	+2	-8 ↓	-13 ↓	-9 ↓
	My agency does a good job of promoting health and wellbeing	54	30	17	<b>54%</b>	-4	-13 ↓	-17 ↓	-11 ↓
	I think my agency cares about my health and wellbeing	56	30	14	<b>56%</b>	-7 ↓	-8 ↓	-15 ↓	-12 ↓
	I believe my immediate supervisor cares about my health and wellbeing	76	20	4	<b>76%</b>	+2	-11 ↓	-12 ↓	-12 ↓

### Other similar questions

<b>Wellbeing</b>	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	57	23	20	<b>57%</b>	-	-17 ↓	-18 ↓	-17 ↓
	The people in my workgroup are able to bring up problems and tough issues	82	14	4	<b>82%</b>	-	+2	-1	+1
	I receive the respect I deserve from my colleagues at work	70	27	3	<b>70%</b>	-4	-12 ↓	-12 ↓	-10 ↓
	My agency supports and actively promotes an inclusive workplace culture	66	21	13	<b>66%</b>	-5 ↓	-15 ↓	-16 ↓	-13 ↓

### 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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
<b>In general, would you say that your health is:</b>						
Excellent		<b>12%</b>	-2	+1	0	0
Very good		<b>38%</b>	+3	+4	+2	+1
Good		<b>37%</b>	0	-1	0	0
Fair		<b>11%</b>	-1	-3	-2	-1
Poor		<b>2%</b>	+1	-1	0	-1
<b>What best describes your current workload?</b>						
Well above capacity - too much work		<b>33%</b>	+10	+10	+11	+7
Slightly above capacity - lots of work to do		<b>41%</b>	-2	+1	-1	+2
At capacity - about the right amount of work to do		<b>23%</b>	-6	-7	-6	-6
Slightly below capacity - available for more work		<b>2%</b>	-4	-4	-4	-4
Well below capacity - not enough work		<b>2%</b>	+2	0	0	0

## Key






























At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
<b>How often do you find your work stressful?</b>						
Always		<b>2%</b>	+1	-3	-2	-3
Often		<b>32%</b>	+1	+7 	+8 	+7 
Sometimes		<b>47%</b>	-4	-3	-4	-3
Rarely		<b>19%</b>	+2	0	-1	-1
Never		<b>1%</b>	+1	-1	-1	-1
<b>To what extent is your work emotionally demanding?</b>						
To a very large extent		<b>3%</b>	0	-5 	-3	-3
To a large extent		<b>21%</b>	+2	+1	+3	+3
Somewhat		<b>50%</b>	+2	+12 	+12 	+11 
To a small extent		<b>17%</b>	-6 	-8 	-10 	-9 
To a very small extent		<b>9%</b>	+1	0	-2	-1
<b>I feel burned out by my work</b>						
Strongly agree		<b>6%</b>	+3	-2	-1	-2
Agree		<b>24%</b>	+3	+1	+2	0
Neither agree nor disagree		<b>31%</b>	-10 	-1	+1	+3
Disagree		<b>31%</b>	+4	+1	-2	-1
Strongly disagree		<b>8%</b>	+1	+1	-1	-1

## Key

 At least 5 percentage points greater than comparator

 At least 5 percentage points less than comparator

# Flexible work



	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	84	84%	+9↑	+1	-5↓	-2
<b>Do you currently access any of the following flexible working arrangements? [Multiple Response]</b>						
Part time		6%	-1	-7↓	-7↓	-8↓
Flexible hours of work		33%	-5↓	+6↑	+2	0
Compressed work week		58%	-3	+54↑	+51↑	+52↑
Job sharing		0%	-2	0	0	0
Working away from the office/working from home		70%	+7↑	+8↑	-8↓	0
None of the above		6%	0	-18↓	-5↓	-10↓
<b>Working away from the office</b>						
None of the time		30%	-	-8↓	+8↑	0
All of the time		1%	-	-5↓	-10↓	-8↓
Some of the time as a regular arrangement		46%	-	-1	-15↓	-4
Only on an irregular basis		23%	-	+14↑	+16↑	+11↑
Did not disclose their arrangement		0%	-	0	0	0

The working away from the office responses present how often employees worked away from the office/worked from home during a usual working week. It includes the responses for all employees, not just those who indicated they accessed working from home as a flexible working arrangement.

## Key



At least 5 percentage points greater than comparator






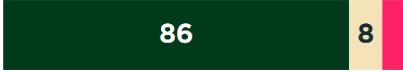


At least 5 percentage points less than comparator

Positive Neutral Negative



# Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
I am supported to use my expertise to provide frank and fearless advice		<b>67%</b>	-	+2	+1	+4
The people in my workgroup demonstrate stewardship		<b>78%</b>	-	+1	-2	-1
The culture in my agency supports people to act with integrity		<b>72%</b>	-	-5↓	-8↓	-3
I believe strongly in the purpose and objectives of the APS		<b>83%</b>	+1	-3	-5↓	-1
I feel a strong personal attachment to the APS		<b>52%</b>	-2	-13↓	-12↓	-6↓
My workgroup considers the people and businesses affected by what we do		<b>86%</b>	-	+1	-2	-2

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Job satisfaction

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
I am satisfied with the recognition I receive for doing a good job	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2d; color: white; text-align: center;">67</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; text-align: center;">17</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; text-align: center;">16</div>	67%	+13 ⬆️	-2	-5 ⬇️	-3
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2d; color: white; text-align: center;">76</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; text-align: center;">8</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; text-align: center;">16</div>	76%	+11 ⬆️	+13 ⬆️	+12 ⬆️	+13 ⬆️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2d; color: white; text-align: center;">89</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; text-align: center;">8</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; text-align: center;">3</div>	89%	+4	+8 ⬆️	+3	+4
I am satisfied with the stability and security of my job	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2d; color: white; text-align: center;">73</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; text-align: center;">11</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; text-align: center;">16</div>	73%	+11 ⬆️	-12 ⬇️	-12 ⬇️	-6 ⬇️

# Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
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; background-color: #1a4d2d; color: white; text-align: center;">93</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; text-align: center;">5</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; text-align: center;">2</div>	93%	-3	0	0	0
I am clear what my duties and responsibilities are	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2d; color: white; text-align: center;">79</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; text-align: center;">17</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; text-align: center;">4</div>	79%	-4	-1	0	0
I have a choice in deciding how I do my work	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2d; color: white; text-align: center;">66</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; text-align: center;">27</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; text-align: center;">7</div>	66%	+1	0	-7 ⬇️	-8 ⬇️
Where appropriate, I am able to take part in decisions that affect my job	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2d; color: white; text-align: center;">62</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; text-align: center;">26</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; text-align: center;">12</div>	62%	+5 ⬆️	-9 ⬇️	-12 ⬇️	-10 ⬇️

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
<b>In the last month, please rate your workgroup's overall performance</b>						
Excellent		<b>23%</b>	-4	-4	-7↓	-8↓
Very good		<b>52%</b>	-3	-3	-3	0
Average		<b>22%</b>	+6↑	+7↑	+9↑	+8↑
Below average		<b>2%</b>	0	0	+1	0
Well below average		<b>1%</b>	+1	0	0	0

	Response scale	% Positive	Variance from 2023	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		<b>80%</b>	-2	+1	0	-1
My workgroup has the tools and resources we need to perform well		<b>46%</b>	-15↓	-13↓	-8↓	-6↓
The people in my workgroup use time and resources efficiently		<b>73%</b>	+5↑	-3	-4	-4
My job gives me opportunities to utilise my skills		<b>84%</b>	+3	+4	+2	+2
In the last 12 months, the formal learning I have accessed has improved my performance		<b>47%</b>	-	-11↓	-11↓	-9↓

## 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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from 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		<b>9%</b>	+1	0	+1	+1
I want to leave my position within the next 12 months		<b>17%</b>	0	-5 ↓	-5 ↓	-3
I want to stay working in my position for the next one to two years		<b>30%</b>	+3	-8 ↓	-13 ↓	-10 ↓
I want to stay working in my position for at least the next three years		<b>44%</b>	-4	+13 ↑	+16 ↑	+12 ↑
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		<b>11%</b>	+11 ↑	+6 ↑	+8 ↑	+6 ↑
I am pursuing another position within my agency		<b>20%</b>	-14 ↓	-23 ↓	-15 ↓	+5 ↑
I am pursuing a position in another agency		<b>3%</b>	-7 ↓	-24 ↓	-30 ↓	-41 ↓
I am pursuing work outside the APS		<b>46%</b>	+8 ↑	+36 ↑	+34 ↑	+30 ↑
It is the end of my non-ongoing, casual or contracted employment		<b>6%</b>	-1	+3	+2	0
Other		<b>14%</b>	+4	+1	+1	+1

## 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 2023	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	21%	-	-	-	-
I can receive a higher salary elsewhere	17%	-	-	-	-
Senior leadership is of a poor quality	17%	-	-	-	-
My immediate supervisor's leadership is of a poor quality	13%	-	-	-	-
There are a lack of future career opportunities in my agency	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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small 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>9%</b>	0	-1	+2	0
No		<b>91%</b>	0	+1	-2	0
<b>Did this discrimination occur in your current agency?</b>						
Yes		<b>100%</b>	+9	+8	+7	+9
No		<b>0%</b>	-9	-8	-7	-9
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Gender		<b>55%</b>	-	-	-	-
Age		<b>36%</b>	-	-	-	-
Race		<b>27%</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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
<b>During the last 12 months, have you been subjected to harassment or bullying in your current workplace?</b>						
Yes		<b>18%</b>	+4	+8	+9	+8
No		<b>73%</b>	-10	-11	-13	-10
Not sure		<b>8%</b>	+7	+3	+4	+2
<b>Types of harassment or bullying experienced (3 highest responses):</b>						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		<b>65%</b>	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		<b>39%</b>	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		<b>26%</b>	-	-	-	-
<b>Did you report the harassment or bullying?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		<b>22%</b>	-3	-14	-13	-13
It was reported by someone else		<b>4%</b>	+4	-3	-5	-2
I did not report the behaviour		<b>74%</b>	-1	+17	+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 2023	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		5%	+2	+2	+2	+1
No		87%	-1	-4	-5	-1
Not sure		6%	+2	+2	+3	+1
Would prefer not to answer		2%	-3	-1	0	-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	56%
Woman or female	36%
Non-binary	1%
I use a different term	1%
Prefer not to say	7%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	0%
No	100%

Do you have an ongoing disability?	Responses
Yes	4%
No	96%

Do you have carer responsibilities?	Responses
Yes	42%
No	58%

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

Do you identify as culturally and linguistically diverse?	Responses
Yes	28%
No	72%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	55%
Australian Aboriginal and/or Torres Strait Islander	0%
New Zealander (excluding Maori)	3%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	25%
North-West European (excluding Anglo-European)	9%
Southern and Eastern European	5%
South-East Asian	5%
North-East Asian	2%
Southern and Central Asian	5%
North American	2%
South and Central American and Caribbean Islander	3%
North African and Middle Eastern	2%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	9%
No	75%
Maybe	5%
I am unsure what neurodivergent means	11%

# Agency position



## Agency position

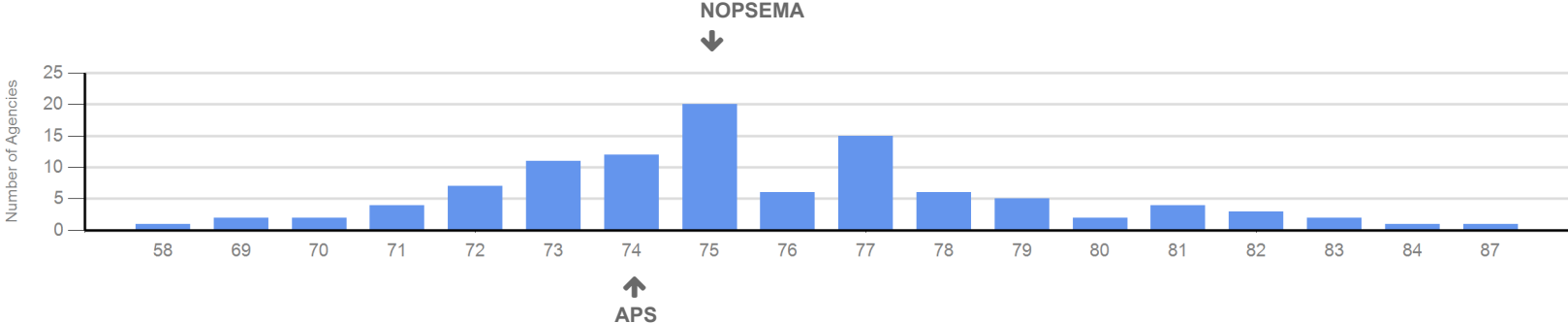
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the 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.

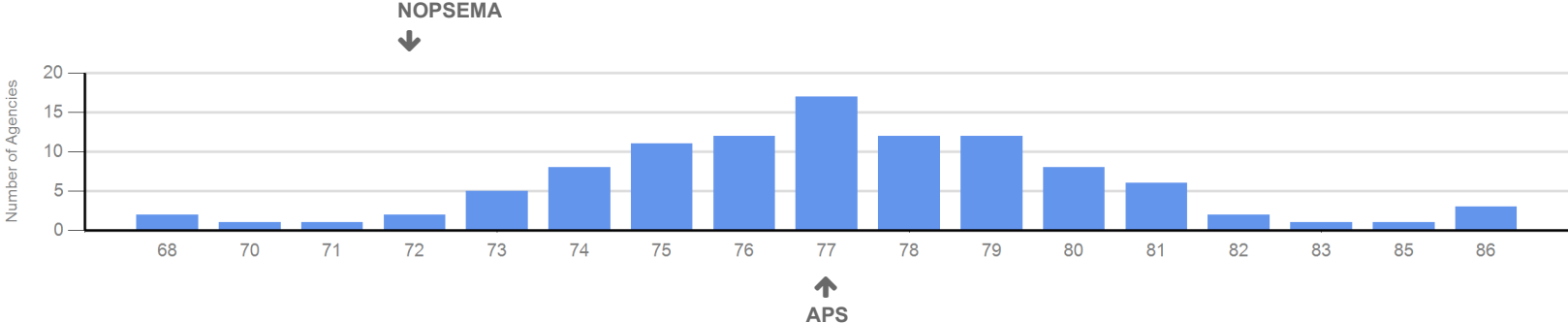
**Employee Engagement Index**

Ranking : 61st of 104



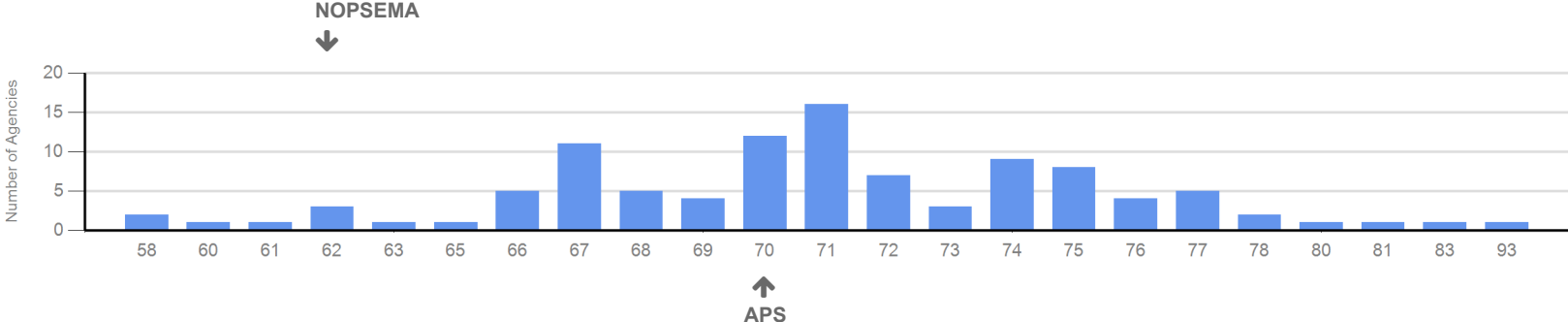
**Leadership – Immediate Supervisor Index**

Ranking : 99th of 104



**Leadership – SES Manager Index**

Ranking : 99th of 104



# Agency position



## Agency position

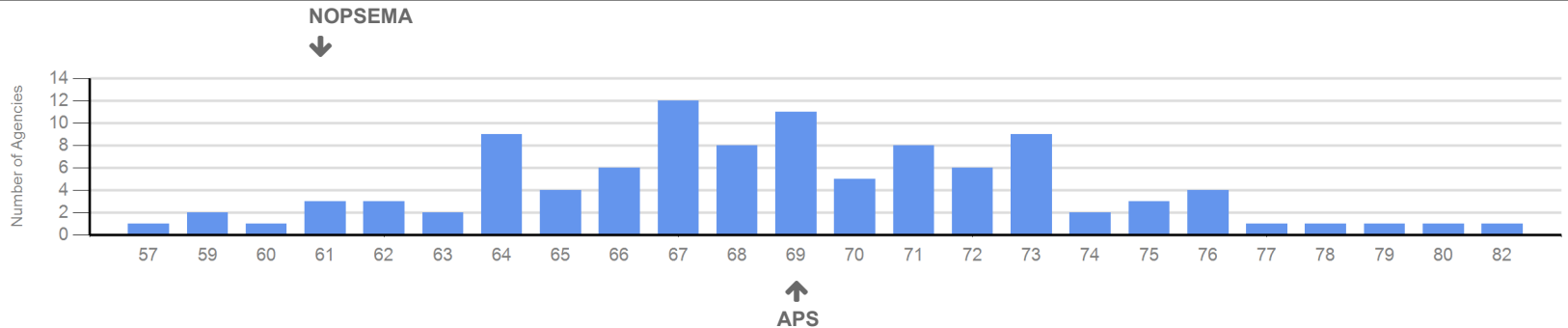
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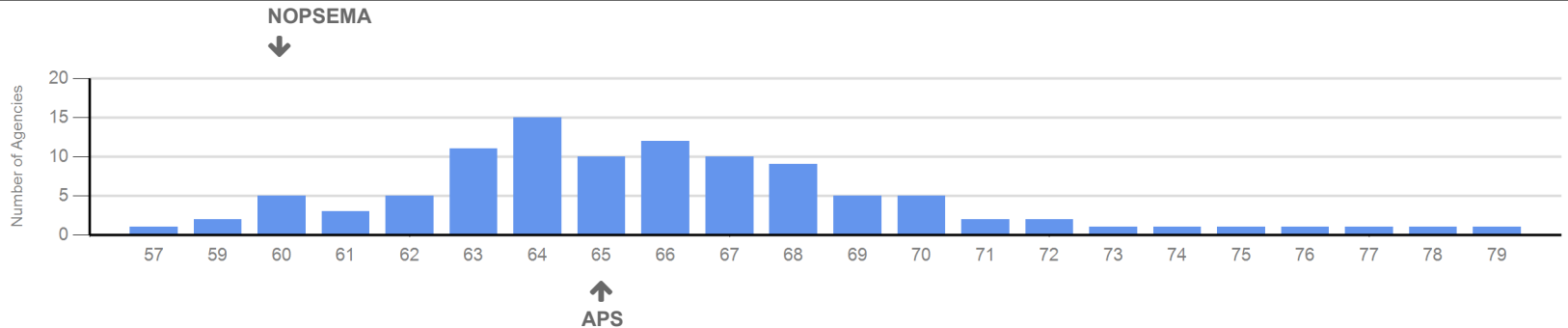
### Communication Index

Ranking : 98th of 104



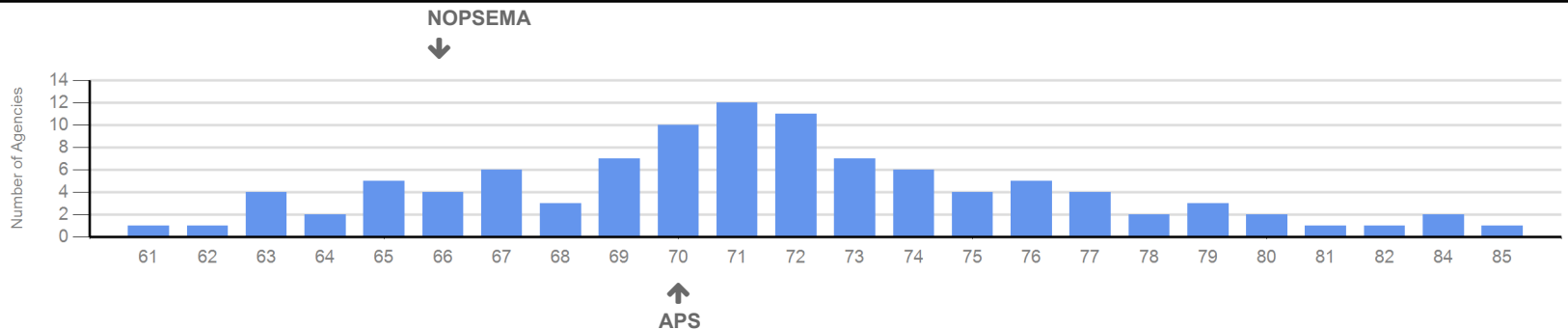
### Enabling Innovation Index

Ranking : 100th of 104



### Wellbeing Policies and Support Index

Ranking : 88th of 104



# 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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
<b>.1</b> My supervisor communicates effectively			74%	+8	-7	-8	-5
<b>.2</b> The people in my workgroup are able to bring up problems and tough issues			82%	-	+2	-1	+1
<b>.3</b> The culture in my agency supports people to act with integrity			72%	-	-5	-8	-3
<b>.4</b> I am supported to use my expertise to provide frank and fearless advice			67%	-	+2	+1	+4
<b>.5</b> Staff are consulted about change at work			45%	+1	-6	-7	-3
<b>.6</b> My agency supports and actively promotes an inclusive workplace culture			66%	-5	-15	-16	-13

# 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

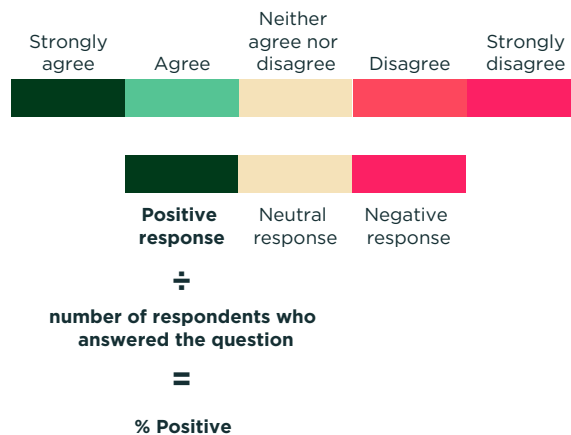
	Prioritise 3 areas for action	Timescales	Owner	Resources required	Target/Success measure
1					
2					
3					



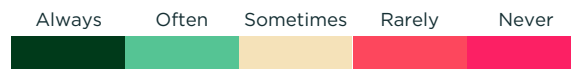
# Guide to this report

## % Positive

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses ("strongly agree" + "agree" 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 agree nor disagree	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 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

Comparisons to other similarly sized agencies are used through this report. To see how agencies are categorised visit:

<https://www.apsc.gov.au/aps-agencies-size-and-function>

## Comparisons to 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.

