



## Highlights Report AWM



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RESPONSES:
229 of 289

RESPONSE RATE:
79%

# 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  $\pm 5$  percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

# EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



## HOW ENGAGED IS YOUR TEAM?

EMPLOYEE ENGAGEMENT IS MORE THAN SIMPLY JOB SATISFACTION OR COMMITMENT TO AN ORGANISATION. IT IS THE EXTENT TO WHICH EMPLOYEES ARE MOTIVATED, INSPIRED AND ENABLED TO IMPROVE AN ORGANISATION'S OUTCOMES.

YOUR EMPLOYEE ENGAGEMENT INDEX SCORE		73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
SAY	Overall, I am satisfied with my job	74	16 10	74%	+2	0	-2	0
	I am proud to work in my agency	79	17	79%	-9↓	+4	-4	+1
	I would recommend my agency as a good place to work	56	27 17	56%	-3	-13↓	-17↓	-12↓
	I believe strongly in the purpose and objectives of my agency	83	15	83%	-2	-1	-7↓	-5↓
STAY	I feel a strong personal attachment to my agency	68	22 9	68%	-8↓	+7↑	+1	+6↑
	I feel committed to my agency's goals	78	16	78%	-4	-5↓	-9↓	-7↓
STRIVE	I suggest ideas to improve our way of doing things	89	8	89%	0	+3	0	+1
	I am happy to go the 'extra mile' at work when required	91		91%	0	0	-1	-1
	I work beyond what is required in my job to help my agency achieve its objectives	82	16	82%	-3	+1	0	0
	My agency really inspires me to do my best work every day	52	31 17	52%	-4	-6↓	-10↓	-7↓

### 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	73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				+4	-3	-3	-3

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	74	15	11	74%	+7 ⬆	-5 ⬇	-5 ⬇	-4
	My supervisor can deliver difficult advice whilst maintaining relationships	72	19	9	72%	+5 ⬆	-7 ⬇	-6 ⬇	-7 ⬇
	My supervisor invites a range of views, including those different to their own	77	13	10	77%	+6 ⬆	-5 ⬇	-6 ⬇	-5 ⬇
	My supervisor encourages my team to regularly review and improve our work	72	15	12	72%	+5 ⬆	-9 ⬇	-8 ⬇	-8 ⬇
	My supervisor is invested in my development	70	20	10	70%	+5 ⬆	-5 ⬇	-5 ⬇	-5 ⬇
	My supervisor ensures that my workgroup delivers on what we are responsible for	83	10		83%	+1	-4	-4	-4

### Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	72	15	13	72%	+10 ⬆	-6 ⬇	-4	-4
	My supervisor actively ensures that everyone can be included in workplace activities	75	16	8	75%	-	-8 ⬇	-8 ⬇	-8 ⬇

### 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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
										+1	-6 ⬇	-7 ⬇	-7 ⬇
SES Manager	My SES manager clearly articulates the direction and priorities for our area	61	21	18	61%	+4	-8 ⬇	-8 ⬇	-9 ⬇				
	My SES manager presents convincing arguments and persuades others towards an outcome	52	32	16	52%	+4	-10 ⬇	-13 ⬇	-13 ⬇				
	My SES manager promotes cooperation within and between agencies	56	33	11	56%	0	-11 ⬇	-14 ⬇	-14 ⬇				
	My SES manager encourages innovation and creativity	51	32	17	51%	+3	-15 ⬇	-16 ⬇	-16 ⬇				
	My SES manager creates an environment that enables us to deliver our best	53	32	15	53%	+1	-12 ⬇	-13 ⬇	-13 ⬇				
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	68	24	8	68%	+2	-5 ⬇	-8 ⬇	-8 ⬇				
Other similar questions													
All SES	In my agency, the SES work as a team	33	42	25	33%	-10 ⬇	-21 ⬇	-19 ⬇	-18 ⬇				
	In my agency, the SES clearly articulate the direction and priorities for our agency	43	33	23	43%	-8 ⬇	-20 ⬇	-18 ⬇	-19 ⬇				
	In my agency, communication between SES and other employees is effective	32	30	38	32%	-5 ⬇	-22 ⬇	-20 ⬇	-20 ⬇				
<div>KEY</div> <div><div>⬆</div>AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</div> <div><div>⬇</div>AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</div> <div>Positive Neutral Negative</div> <div><div></div><div></div><div></div></div>													

# 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	62	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				+1	-7 ↓	-7 ↓	-7 ↓

Communication	My supervisor communicates effectively	73	15	12	73%	+2	-7 ↓	-8 ↓	-7 ↓
	My SES manager communicates effectively	58	23	19	58%	+4	-12 ↓	-13 ↓	-13 ↓
	Internal communication within my agency is effective	40	29	32	40%	-6 ↓	-18 ↓	-17 ↓	-17 ↓

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	66	16	19	66%	-2	-3	-5 ↓	-3
	Staff are consulted about change at work	34	42	24	34%	-6 ↓	-16 ↓	-16 ↓	-15 ↓
	Change is managed well in my agency	25	30	45	25%	-6 ↓	-19 ↓	-17 ↓	-17 ↓

### 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 MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills	86 7	86%	-2	+7 ⬆	+4	+5 ⬆
I have a choice in deciding how I do my work	74 18 8	74%	+10 ⬆	+10 ⬆	-1	+3
Where appropriate, I am able to take part in decisions that affect my job	68 17 15	68%	+5 ⬆	-1	-7 ⬇	-4
I am clear what my duties and responsibilities are	86 13	86%	+3	+6 ⬆	+4	+5 ⬆
I am satisfied with the recognition I receive for doing a good job	59 23 18	59%	0	-8 ⬇	-11 ⬇	-9 ⬇
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	29 17 54	29%	-5 ⬇	-31 ⬇	-30 ⬇	-31 ⬇
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	74 14 12	74%	+11 ⬆	-2	-8 ⬇	-4
I am satisfied with the stability and security of my job	77 10 12	77%	+2	-3	0	-2
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	71 11 18	71%	+9 ⬆	-7 ⬇	-13 ⬇	-11 ⬇

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS	42 41 17	42%	-2	-20 ⬇	-14 ⬇	-17 ⬇
I understand how my role contributes to achieving an outcome for the Australian public	91 7	91%	+5 ⬆	-1	-2	-1
I believe strongly in the purpose and objectives of the APS	79 20	79%	+5 ⬆	-6 ⬇	-4	-5 ⬇

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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## What best describes your current workload?

Well above capacity - too much work		27%	-1	+4	+3	-1
Slightly above capacity - lots of work to do		42%	0	+1	+2	+1
At capacity - about the right amount of work to do		25%	+1	-4	-4	0
Slightly below capacity - available for more work		6%	+1	+1	0	+1
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 MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	56 29 15	56%	-5 ⬇	-23 ⬇	-23 ⬇	-22 ⬇
My supervisor actively ensures that everyone can be included in workplace activities	75 16 8	75%	-	-8 ⬇	-8 ⬇	-8 ⬇
I receive the respect I deserve from my colleagues at work	74 20	74%	+3	-7 ⬇	-7 ⬇	-7 ⬇

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		5%	-1	-10 ⬇	-10 ⬇	-8 ⬇
Flexible hours of work		29%	0	+3	-5 ⬇	+1
Compressed work week		1%	+1	-2	-2	-2
Job sharing		1%	+1	+1	+1	+1
Working away from the office/working from home		37%	+16 ⬆	-18 ⬇	-30 ⬇	-29 ⬇
None of the above		45%	-9 ⬇	+18 ⬆	+27 ⬆	+24 ⬆

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

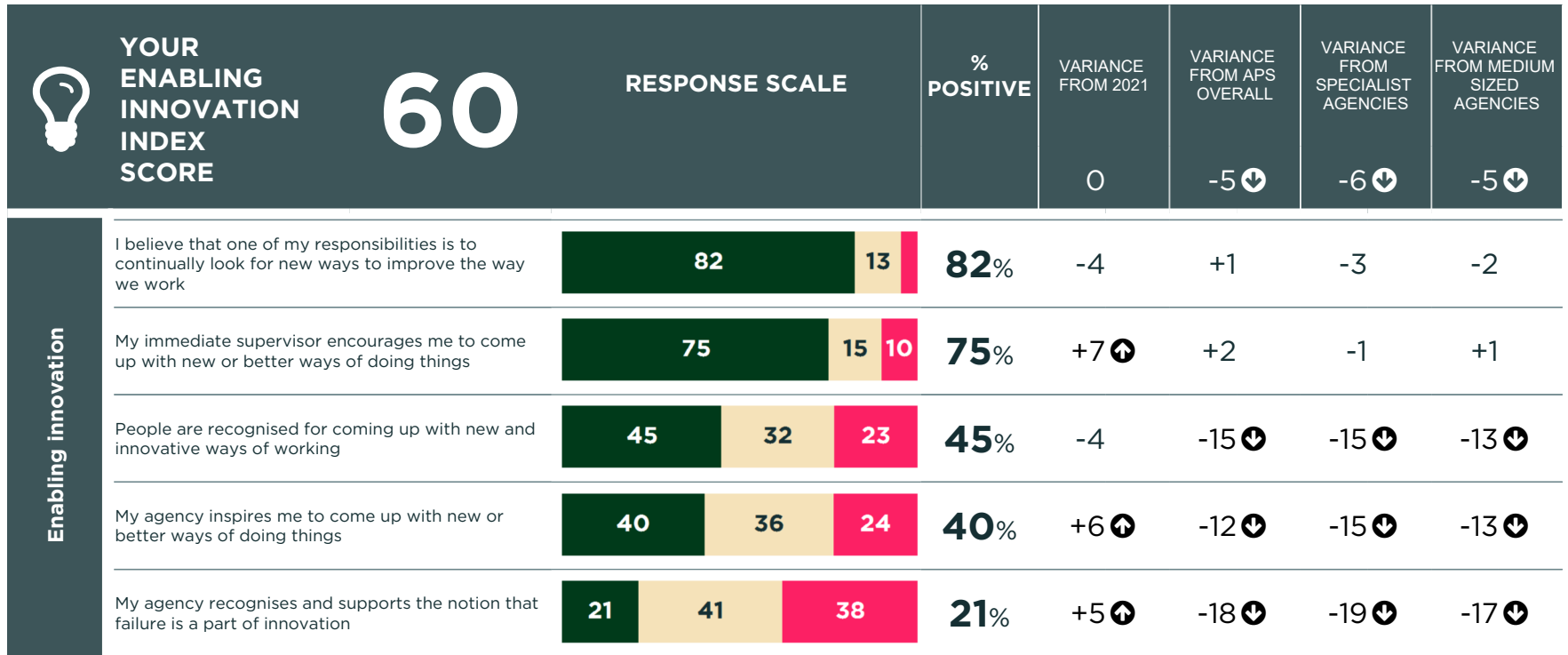


# ENABLING INNOVATION



## 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.



### 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				62	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
							-1	-6 ⬇	-9 ⬇	-7 ⬇
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	45	38	16	45%	-12 ⬇	-19 ⬇	-23 ⬇	-19 ⬇	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	46	33	21	46%	-9 ⬇	-18 ⬇	-22 ⬇	-19 ⬇	
	My agency does a good job of promoting health and wellbeing	49	33	18	49%	-4	-15 ⬇	-18 ⬇	-15 ⬇	
	I think my agency cares about my health and wellbeing	51	30	19	51%	+1	-11 ⬇	-18 ⬇	-14 ⬇	
	I believe my immediate supervisor cares about my health and wellbeing	83	12		83%	+5 ⬆	-2	-4	-3	

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

Always	<div></div>	4%	-1	0	0	-1
Often	<div></div>	31%	+1	+5	+7	+5
Sometimes	<div></div>	49%	-1	-1	-1	0
Rarely	<div></div>	16%	+2	-2	-4	-2
Never		0%	-1	-2	-2	-2

## To what extent is your work emotionally demanding?

To a very large extent	<div></div>	10%	+1	+3	+5	+3
To a large extent	<div></div>	27%	+1	+6	+9	+7
Somewhat	<div></div>	39%	-3	0	0	+1
To a small extent	<div></div>	17%	-1	-6	-9	-7
To a very small extent	<div></div>	6%	+2	-3	-5	-4

### 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 MEDIUM SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree	<div></div>	8%	-3	0	0	-1
Agree	<div></div>	24%	-2	0	+1	0
Neither agree nor disagree	<div></div>	31%	0	-1	+1	+1
Disagree	<div></div>	29%	+1	0	-3	-1
Strongly disagree	<div></div>	8%	+3	+1	0	0
<b>In general, would you say that your health is:</b>						
Excellent	<div></div>	7%	-2	-3	-4	-3
Very good	<div></div>	31%	-3	-3	-5 ↓	-4
Good	<div></div>	42%	+3	+4	+5 ↑	+4
Fair	<div></div>	18%	+1	+3	+4	+4
Poor	<div></div>	2%	0	-1	-1	-1

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

Excellent	<div></div>	32%	-2	+5	+3	+4
Very good	<div></div>	54%	+3	-1	-1	-1
Average	<div></div>	11%	-2	-4	-3	-3
Below average	<div></div>	2%	+1	0	0	0
Well below average	<div></div>	0%	0	0	0	0

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

Excellent	<div></div>	10%	-4	-6	-8	-6
Very good	<div></div>	53%	-2	-2	-2	-2
Average	<div></div>	28%	+1	+4	+6	+6
Below average	<div></div>	5%	+2	+1	+2	+1
Well below average	<div></div>	3%	+2	+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 MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	86 8	86%	-2	+6 ↑	+3	+5 ↑
My workgroup has the tools and resources we need to perform well	56 22 22	56%	-5 ↓	-6 ↓	-3	-2
The people in my workgroup use time and resources efficiently	80 10 10	80%	+3	+2	+1	+1
My workgroup can readily adapt to new priorities and tasks	87	87%	0	+2	+2	+3
The people in my workgroup cooperate to get the job done	89	89%	+2	0	-1	-1

## 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 MEDIUM 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	<div></div>	9%	0	0	+1	0
I want to leave my position within the next 12 months	<div></div>	16%	-2	-7↓	-6↓	-8↓
I want to stay working in my position for the next one to two years	<div></div>	37%	+3	-1	-3	-3
I want to stay working in my position for at least the next three years	<div></div>	38%	-1	+8↑	+8↑	+10↑

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

I am planning to retire	<div></div>	11%	+5↑	+5↑	+6↑	+7↑
I am pursuing another position within my agency	<div></div>	13%	+2	-28↓	-13↓	-11↓
I am pursuing a position in another agency	<div></div>	42%	+3	+17↑	+9↑	+5↑
I am pursuing work outside the APS	<div></div>	13%	-6↓	0	-6↓	-4
It is the end of my non-ongoing, casual or contracted employment	<div></div>	5%	-2	+2	-1	-1
Other	<div></div>	16%	-2	+4	+4	+5↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# RETENTION








EMPLOYEES WERE ALSO ASKED FOR THE PRIMARY REASON BEHIND THEIR DESIRE TO LEAVE AND COULD SELECT ONE RESPONSE FROM A LIST OF ITEMS.

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

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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What is the primary reason behind your desire to leave your current position? (5 highest responses):

I can receive a higher salary elsewhere		27%	-	-	-	-
There is a lack of future career opportunities in my agency		14%	-	-	-	-
Other		11%	-	-	-	-
I want to live elsewhere within Australia or overseas		8%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		5%	-	-	-	-

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 MEDIUM SIZED AGENCIES
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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	<div></div>	14%	0	+4	+6 ↑	+6 ↑
No	<div></div>	86%	0	-4	-6 ↓	-6 ↓

Did this discrimination occur in your current agency?

Yes	<div></div>	90%	+1	-1	+1	+2
No	<div></div>	10%	-1	+1	-1	-2

Basis for the discrimination that you experienced (3 highest responses):

Gender	<div></div>	39%	-	-	-	-
Age	<div></div>	21%	-	-	-	-
Caring responsibilities	<div></div>	18%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

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

## HARASSMENT AND BULLYING

### RESPONSE SCALE

%

VARIANCE FROM 2021

VARIANCE FROM APS OVERALL

VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM MEDIUM SIZED AGENCIES

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

Yes	<div></div>	16%	-2	+6 ⬆	+8 ⬆	+7 ⬆
No	<div></div>	76%	+3	-9 ⬇	-10 ⬇	-10 ⬇
Not sure	<div></div>	8%	-1	+3	+2	+3

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	60%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	37%	-	-	-	-
Deliberate exclusion from work-related activities	<div></div>	31%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	20%	-8 ⬇	-14 ⬇	-10 ⬇	-12 ⬇
It was reported by someone else	<div></div>	6%	+3	-2	0	-1
I did not report the behaviour	<div></div>	74%	+5 ⬆	+15 ⬆	+10 ⬆	+14 ⬆

### 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 MEDIUM 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	<div></div>	4%	+1	+1	+1	+1
No	<div></div>	86%	-2	-5 ↓	-5 ↓	-5 ↓
Not sure	<div></div>	8%	0	+5 ↑	+5 ↑	+5 ↑
Would prefer not to answer	<div></div>	2%	0	0	-1	0

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

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
How do you describe your gender?						
Man or male	<div></div>	34%	-6↓	-3	-6↓	-3
Woman or female	<div></div>	57%	+3	-2	+1	-1
Non-binary	<div></div>	1%	0	0	0	0
I use a different term	<div></div>	1%	0	+1	+1	+1
Prefer not to say	<div></div>	7%	+2	+4	+3	+3
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes	<div></div>	3%	0	-1	0	+1
No	<div></div>	97%	0	+1	0	-1
Do you have an ongoing disability?						
Yes	<div></div>	8%	+1	-2	0	0
No	<div></div>	92%	-1	+2	0	0

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you have carer responsibilities?						
Yes	<div></div>	34%	+2	-8 ↓	-7 ↓	-7 ↓
No	<div></div>	66%	-2	+8 ↑	+7 ↑	+7 ↑
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?						
Yes	<div></div>	7%	-2	-1	-3	-2
No	<div></div>	93%	+2	+1	+3	+2
In which country were you born?						
Australia	<div></div>	86%	+1	+9 ↑	+10 ↑	+11 ↑
Other country	<div></div>	14%	-1	-9 ↓	-10 ↓	-11 ↓
Do you speak a language other than English at home?						
No, English only	<div></div>	94%	0	+14 ↑	+13 ↑	+14 ↑
Yes, other	<div></div>	6%	0	-14 ↓	-13 ↓	-14 ↓

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# TIME TO TAKE ACTION



## CELEBRATE

What things do we do well?

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



## INVESTIGATE FURTHER WITH OUR TEAMS

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

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



## OPPORTUNITIES

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

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



## USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

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

PRIORITISE 3 AREAS TO TAKE FORWARD

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

# GUIDE TO THIS REPORT

## % POSITIVE

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



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

## 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	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 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.