



Highlights Report APSC



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RESPONSES:
299 of 318
RESPONSE RATE:
94%

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		72	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
SAY	Overall, I am satisfied with my job	78	15 7	78%	-2	+5 ↑	+1	+2
	I am proud to work in my agency	69	26	69%	-2	-6 ↓	-10 ↓	-10 ↓
	I would recommend my agency as a good place to work	65	23 13	65%	-7 ↓	-4	-10 ↓	-5 ↓
	I believe strongly in the purpose and objectives of my agency	78	18	78%	-2	-6 ↓	-7 ↓	-10 ↓
STAY	I feel a strong personal attachment to my agency	47	33 20	47%	-1	-13 ↓	-12 ↓	-16 ↓
	I feel committed to my agency's goals	77	18	77%	-2	-7 ↓	-7 ↓	-9 ↓
STRIVE	I suggest ideas to improve our way of doing things	93		93%	-2	+6 ↑	+2	+4
	I am happy to go the 'extra mile' at work when required	95		95%	+2	+5 ↑	+2	+4
	I work beyond what is required in my job to help my agency achieve its objectives	82	16	82%	0	+2	0	+1
	My agency really inspires me to do my best work every day	57	31 12	57%	0	0	-3	-3

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		80	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	82	11	82%	+1	+3	+2	+2	
	My supervisor can deliver difficult advice whilst maintaining relationships	80	14	80%	-2	+1	0	+1	
	My supervisor invites a range of views, including those different to their own	88		88%	+2	+7	+4	+5	
	My supervisor encourages my team to regularly review and improve our work	87	10	87%	0	+6	+5	+6	
	My supervisor is invested in my development	79	14	79%	-5	+3	+1	+2	
	My supervisor ensures that my workgroup delivers on what we are responsible for	89	8	89%	-2	+2	0	+1	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	77	15	8	77%	-3	-1	-1	0
	My immediate supervisor encourages me	82	11	7	82%	-2	+6	+4	+4
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		74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					-2	+5 ↑	+1	+4

SES Manager	My SES manager clearly articulates the direction and priorities for our area		73	14	13	73%	-1	+5 ↑	0	+5 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome		71	19	10	71%	-3	+9 ↑	0	+7 ↑
	My SES manager promotes cooperation within and between agencies		79	14	7	79%	-2	+13 ↑	+3	+11 ↑
	My SES manager encourages innovation and creativity		74	17	8	74%	-2	+10 ↑	+4	+9 ↑
	My SES manager creates an environment that enables us to deliver our best		73	17	10	73%	-1	+10 ↑	+2	+8 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS		82	11	7	82%	+1	+9 ↑	+2	+6 ↑

Other similar questions

In my agency, the SES work as a team		58	29	13	58%	+3	+5 ↑	-2	+5 ↑
In my agency, the SES clearly articulate the direction and priorities for our agency		64	22	14	64%	0	+1	-4	0
In my agency, communication between SES and other employees is effective		60	26	14	60%	-2	+7 ↑	0	+7 ↑
My SES manager routinely promotes the use of data and evidence to deliver outcomes		73	19	8	73%	-	+7 ↑	+2	+5 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE



COMMUNICATION

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

CHANGE

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

YOUR COMMUNICATION INDEX SCORE	72	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				-2	+4	+1	+3





























Communication	My supervisor communicates effectively	84	10	84%	+2	+3	+3	+3
	My SES manager communicates effectively	75	13	75%	-4	+6 ⬆️	0	+5 ⬆️
	Internal communication within my agency is effective	64	18	64%	-5 ⬇️	+8 ⬆️	+4	+7 ⬆️

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	75	13	75%	-3	+7 ⬆️	+6 ⬆️	+5 ⬆️
	Staff are consulted about change at work	56	27	56%	+2	+7 ⬆️	+4	+6 ⬆️
	Change is managed well in my agency	43	27	43%	0	0	-2	0

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 POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills		84%	+1	+6 	+2	+2
I have a choice in deciding how I do my work		79%	-1	+15 	+8 	+8 
Where appropriate, I am able to take part in decisions that affect my job		80%	-3	+11 	+4	+7 
I am clear what my duties and responsibilities are		78%	+7 	-1	0	-1
I am satisfied with the recognition I receive for doing a good job		80%	0	+14 	+7 	+10 
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		73%	-4	+22 	+6 	+18 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		86%	0	+12 	+6 	+9 
I am satisfied with the stability and security of my job		83%	-3	+1	-3	+3
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		90%	-1	+11 	+5 	+7 

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR







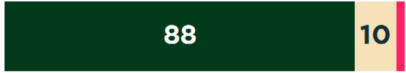


AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative














WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS		69%	+5 	+8 	+7 	+10 
I understand how my role contributes to achieving an outcome for the Australian public		91%	+3	-1	0	-2
I believe strongly in the purpose and objectives of the APS		88%	-1	+3	+1	+3

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

Well above capacity - too much work		29%	+10 	+6 	+5 	+5 
Slightly above capacity - lots of work to do		39%	-2	-1	0	-2
At capacity - about the right amount of work to do		24%	-5 	-6 	-4	-4
Slightly below capacity - available for more work		6%	-3	+1	0	0
Well below capacity - not enough work		1%	0	0	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


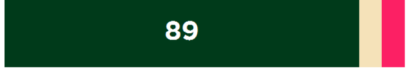





AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative














INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	 82	82%	-1	+2	-1	+3
My supervisor actively ensures that everyone can be included in workplace activities	 89	89%	+1	+5 	+4	+5 
I receive the respect I deserve from my colleagues at work	 85	85%	-3	+4	+2	+4

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

Part time	 15	15%	-1	+1	+2	+2
Flexible hours of work	 28	28%	-2	0	+5 	-2
Compressed work week	 7	7%	+2	+4	+3	+3
Job sharing	 0	0%	-1	0	0	0
Working away from the office/working from home	 69	69%	-4	+12 	+6 	+3
None of the above	 18	18%	+2	-8 	-6 	-2

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		69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	90	9	90%	0	+10 ↑	+6 ↑	+8 ↑	
	My immediate supervisor encourages me to come up with new or better ways of doing things	83	12	83%	-4	+11 ↑	+8 ↑	+8 ↑	
	People are recognised for coming up with new and innovative ways of working	65	25	10	65%	-7 ↓	+8 ↑	+7 ↑	
	My agency inspires me to come up with new or better ways of doing things	60	28	12	60%	0	+10 ↑	+11 ↑	+7 ↑
	My agency recognises and supports the notion that failure is a part of innovation	43	36	22	43%	+1	+4	+5 ↑	+4

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		71	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	70	23	7	70%	+6 ⬆️	+6 ⬆️	+5 ⬆️	+5 ⬆️
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	64	24	12	64%	+4	+2	+3	+1
	My agency does a good job of promoting health and wellbeing	64	23	13	64%	+1	+1	+1	+1
	I think my agency cares about my health and wellbeing	71	20	9	71%	+1	+10 ⬆️	+7 ⬆️	+6 ⬆️
	I believe my immediate supervisor cares about my health and wellbeing	90			90%	-1	+5 ⬆️	+2	+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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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How often do you find your work stressful?

Always		4%	+2	-1	0	0
Often		26%	+7 	0	-1	+1
Sometimes		48%	-7 	-1	-1	-2
Rarely		19%	0	+1	+1	0
Never		3%	-1	+1	+1	+1

To what extent is your work emotionally demanding?

To a very large extent		8%	+3	0	+1	0
To a large extent		18%	+6 	-3	-1	-2
Somewhat		36%	-2	-3	-3	-2
To a small extent		27%	0	+4	+2	+2
To a very small extent		11%	-7 	+2	+1	+1

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 POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel burned out by my work						
Strongly agree		6%	0	-2	-2	-2
Agree		23%	+2	-2	-1	0
Neither agree nor disagree		28%	-1	-4	-2	-2
Disagree		35%	+3	+6	+5	+4
Strongly disagree		8%	-5	+1	+1	0
In general, would you say that your health is:						
Excellent		6%	-4	-4	-5	-5
Very good		40%	+7	+6	+5	+5
Good		35%	-4	-3	-2	-3
Fair		17%	+1	+2	+2	+3
Poor		3%	0	-1	-1	0

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

Excellent		31%	+3	+4	0	+2
Very good		55%	-1	0	+1	0
Average		11%	-3	-4	-2	-2
Below average		2%	+2	0	0	0
Well below average		1%	0	+1	+1	+1

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

Excellent		15%	-2	-1	-4	-3
Very good		63%	+3	+9 	+4	+8 
Average		18%	-2	-7 	-1	-5 
Below average		3%	0	-1	0	-1
Well below average		2%	0	0	0	0

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 POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		76%	-3	-2	-4	-4
My workgroup has the tools and resources we need to perform well		53%	-1	-6 ↓	-6 ↓	-5 ↓
The people in my workgroup use time and resources efficiently		77%	+1	+1	0	-1
My workgroup can readily adapt to new priorities and tasks		84%	-1	+1	-1	0
The people in my workgroup cooperate to get the job done		90%	-1	+2	0	0

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 POLICY 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		12%	+3	+2	+3	+3
I want to leave my position within the next 12 months		31%	-1	+7	+2	+8
I want to stay working in my position for the next one to two years		38%	-4	+1	-4	-3
I want to stay working in my position for at least the next three years		19%	+2	-9	0	-8

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

I am planning to retire		4%	+1	-1	+1	0
I am pursuing another position within my agency		9%	-8	-32	-32	-18
I am pursuing a position in another agency		50%	-10	+22	+21	+12
I am pursuing work outside the APS		15%	+7	+3	+5	+1
It is the end of my non-ongoing, casual or contracted employment		4%	-1	+1	0	-1
Other		19%	+11	+6	+5	+6

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 POLICY AGENCIES	VARIANCE FROM MEDIUM 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	14%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	11%	-	-	-	-
I am looking to further my skills in another area	10%	-	-	-	-
There are a lack of future career opportunities in my agency	9%	-	-	-	-
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 POLICY AGENCIES	VARIANCE FROM MEDIUM 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		7%	0	-3	-3	-1
No		93%	0	+3	+3	+1
Did this discrimination occur in your current agency?						
Yes		81%	+29	-11	-8	-7
No		19%	-29	+11	+8	+7
Basis for the discrimination that you experienced (3 highest responses):						
Age		48%	-	-	-	-
Race		29%	-	-	-	-
Gender		19%	-	-	-	-

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 POLICY AGENCIES

VARIANCE FROM MEDIUM SIZED AGENCIES

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

Yes		7%	0	-3	-2	-2
No		87%	-4	+3	+2	+1
Not sure		6%	+4	0	+1	+1

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		62%	-	-	-	-
Deliberate exclusion from work-related activities		43%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		38%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		29%	+10	-6	-5	-6
It was reported by someone else		10%	-4	+2	+1	0
I did not report the behaviour		62%	-6	+5	+4	+6

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 POLICY AGENCIES	VARIANCE FROM MEDIUM 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		4%	+1	+1	+1	+1
No		91%	-2	+1	-1	+1
Not sure		3%	0	-1	0	-1
Would prefer not to answer		2%	+1	-1	0	-1
Types of corrupt behaviours witnessed (3 highest responses):						
Fraud, forgery or embezzlement		36%	-	-	-	-
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		27%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		18%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		27%	+27	+7	+10	+8
It was reported by someone else		18%	+18	+2	+3	+1
I did not report the behaviour		55%	+55	-9	-12	-9
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	27%
Woman or female	71%
Non-binary	0%
I use a different term	1%
Prefer not to say	1%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	14%
No	86%

Do you have carer responsibilities?	Responses
Yes	44%
No	56%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Responses
Yes	14%
No	86%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	73%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	14%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	5%
South-East Asian	7%
North-East Asian	2%
Southern and Central Asian	2%
North American	0%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	13%
No	77%
Not sure	10%

AGENCY POSITION



AGENCY POSITION

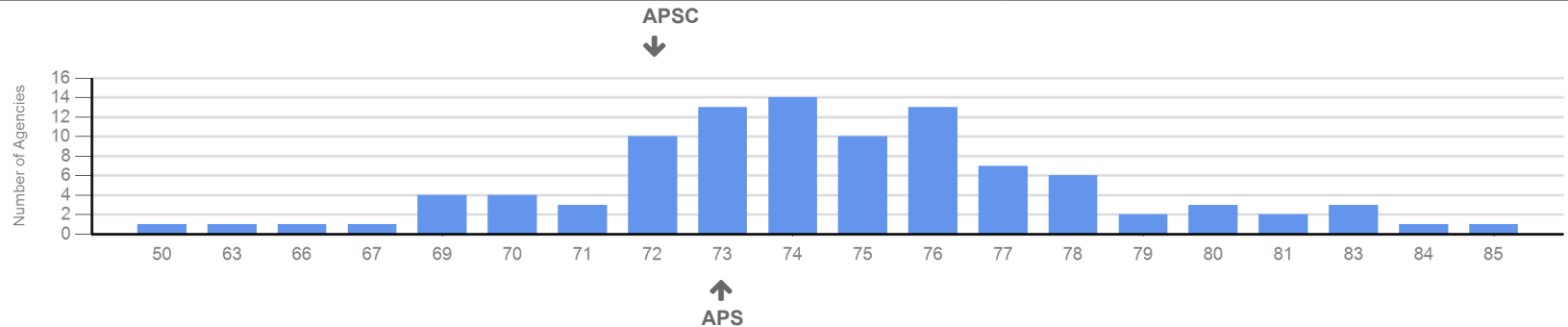
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

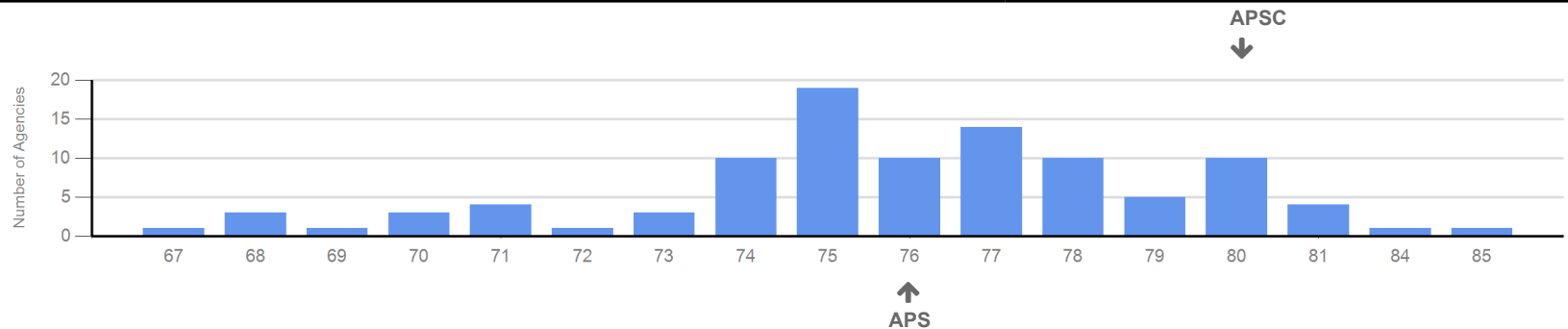
Employee Engagement Index

Ranking : 76th of 100



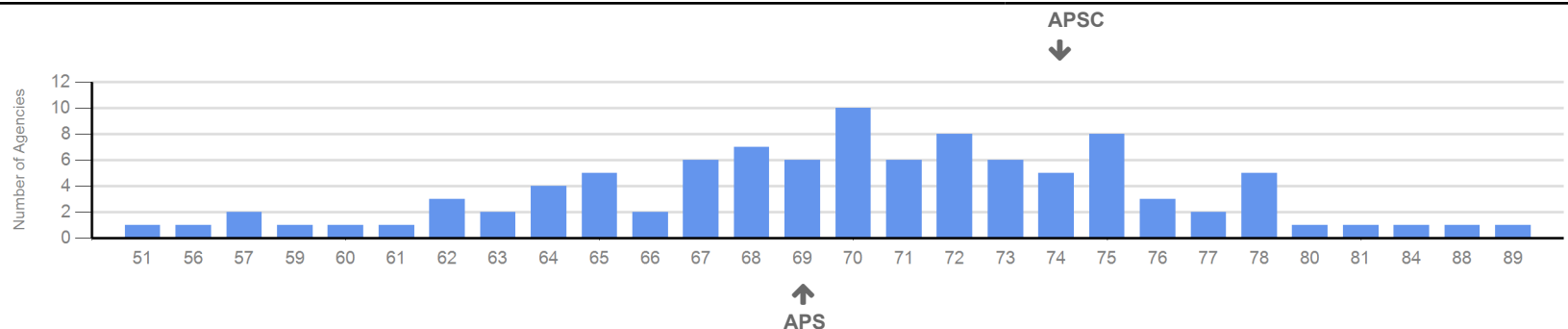
Leadership – Immediate Supervisor Index

Ranking : 13th of 100



Leadership – SES Manager Index

Ranking : 28th of 100



AGENCY POSITION



AGENCY POSITION

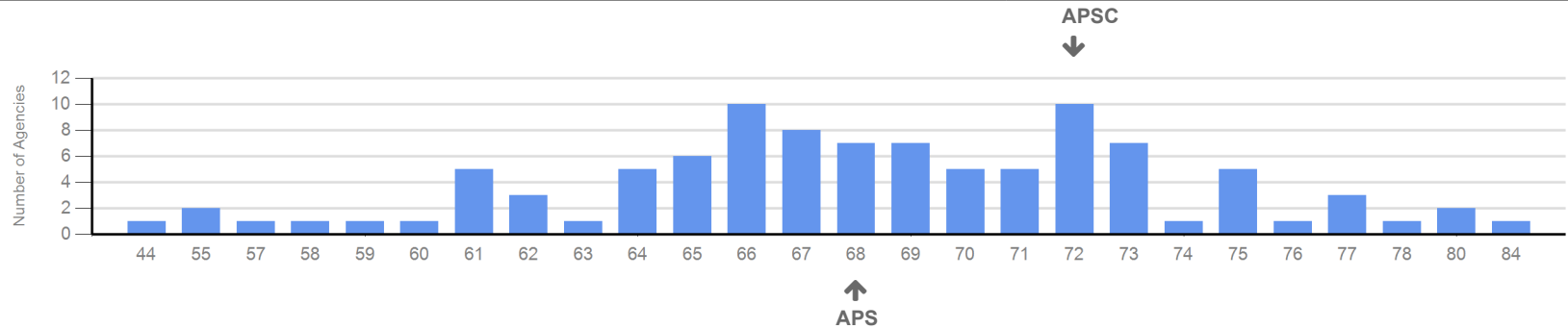
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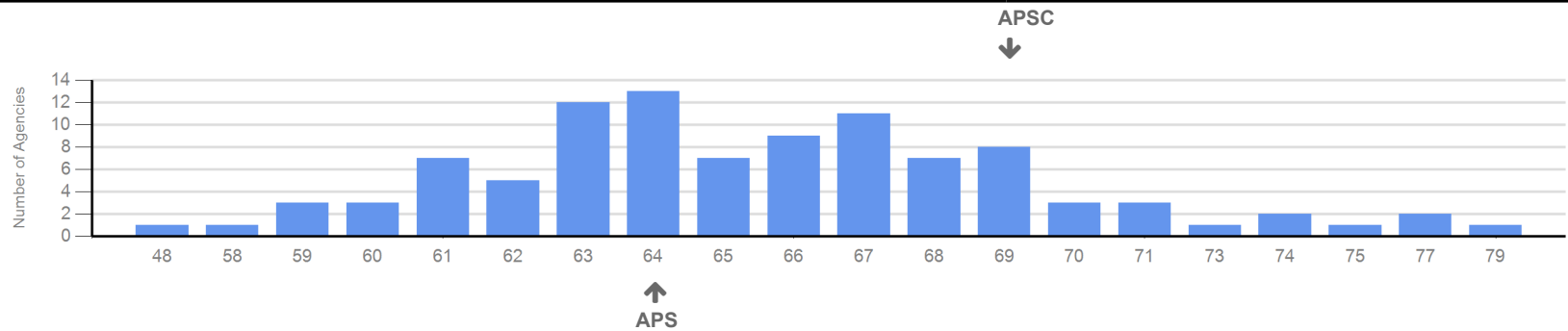
Communication Index

Ranking : 28th of 100



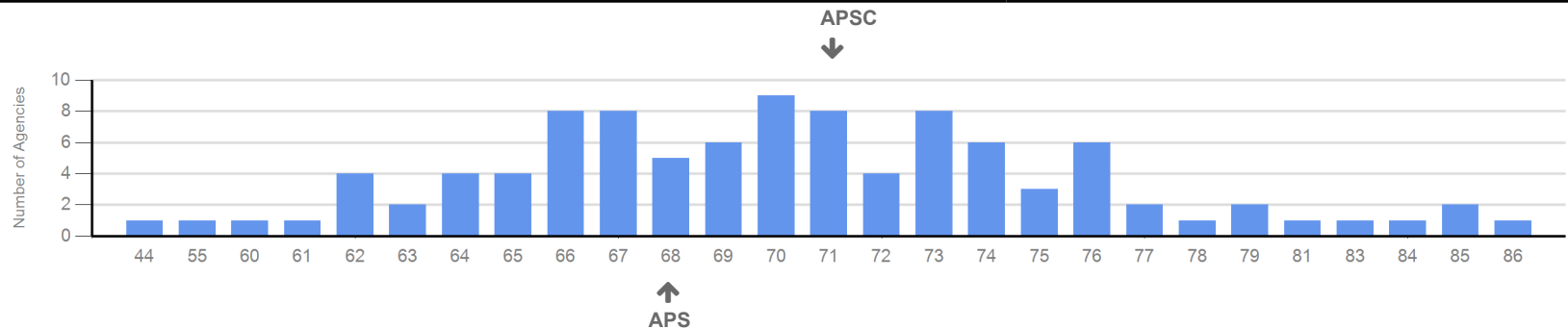
Enabling Innovation Index

Ranking : 16th of 100



Wellbeing Policies and Support Index

Ranking : 39th 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 POLICY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
.1	Where appropriate, I am able to take part in decisions that affect my job		80%	-3	+11	+4	+7
.2	My agency inspires me to come up with new or better ways of doing things		60%	0	+10	+11	+7
.3	I think my agency cares about my health and wellbeing		71%	+1	+10	+7	+6
.4	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS		82%	+1	+9	+2	+6
.5	I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		86%	0	+12	+6	+9
.6	I am satisfied with the recognition I receive for doing a good job		80%	0	+14	+7	+10

APSC SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
Information on the Commission's Health, Safety and Wellbeing resources is readily available	71	22	8	71%	+5 ↑
My immediate supervisor encourages me to collaborate and engage with other work groups within the Commission	82	12		82%	-
In the Commission, the networks for LGBTIQ+, Disability and Carers, Gender Equality and Walanmarra Olgeta (First Nations staff network) are sufficiently visible	69	20	12	69%	-
My Group collaborates well with other Groups across the Commission	75	19		75%	-
The Commission prioritises business requirements and allocates people to evolving business needs	47	35	18	47%	-
I feel informed and consulted about change in the Commission	51	24	25	51%	-
I have the capability and support to respond positively and effectively to changes in the workplace	66	24	10	66%	-
The Commission is committed to growing a diverse workplace (e.g. gender, age, cultural and linguistic background, disability, Indigenous, LGBTIQ+)	71	22		71%	-
The Commission sees the importance of Health and Wellbeing at work and actively plays a role in Health and Wellbeing initiatives	66	24	9	66%	-
My immediate supervisor encourages me to actively participate in the annual performance management cycle, which includes regular feedback and consideration of development opportunities	83	13		83%	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


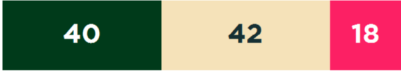



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



APSC SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
The Commission practices respectful and inclusive behaviours at all times		74%	-
The Commission has an appetite to effectively managing risk		40%	-
I am aware of the Commission's Risk Management Framework		67%	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



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.

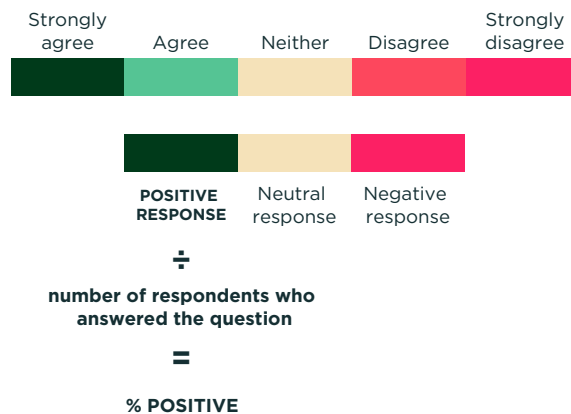
PRIORITISE 3 AREAS TO TAKE FORWARD

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

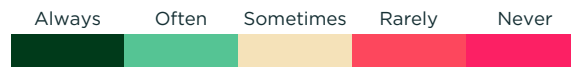
GUIDE TO THIS REPORT

% 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.