



Highlights Report DAWE



CONTENT	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and Change	6
Workplace Conditions	7
Inclusion	9
Enabling Innovation	10
Wellbeing Policies and Support	11
Wellbeing	12
Performance	14
Retention	16
Unacceptable Behaviour	18
Demographics	21
Time to Take Action	23
Guide to this Report	24

RESPONSES:

5,977 of 8,155

RESPONSE RATE:

73%

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		73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
SAY	Overall, I am satisfied with my job	76	14 10	76%	+4	+2	+4	-1
	I am proud to work in my agency	77	18	77%	+2	+1	+3	-2
	I would recommend my agency as a good place to work	73	18 9	73%	+5 ↑	+4	+7 ↑	-1
	I believe strongly in the purpose and objectives of my agency	83	14	83%	+2	-1	+1	-3
STAY	I feel a strong personal attachment to my agency	62	26 12	62%	-3	+1	+1	0
	I feel committed to my agency's goals	82	15	82%	+3	-1	0	-3
STRIVE	I suggest ideas to improve our way of doing things	90	8	90%	+3	+4	+5 ↑	+2
	I am happy to go the 'extra mile' at work when required	92		92%	+1	+1	+2	-1
	I work beyond what is required in my job to help my agency achieve its objectives	80	16	80%	-1	-1	-1	-2
	My agency really inspires me to do my best work every day	56	30 14	56%	+8 ↑	-2	0	-5 ↓

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	76	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				+3	0	+1	-1

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	79	14	79%	+4	0	0	-2
	My supervisor can deliver difficult advice whilst maintaining relationships	79	14	79%	+3	0	+1	-1
	My supervisor invites a range of views, including those different to their own	82	12	82%	+5 ↑	0	+1	-3
	My supervisor encourages my team to regularly review and improve our work	79	15	79%	+3	-2	-2	-3
	My supervisor is invested in my development	76	16	76%	+6 ↑	0	+1	-2
	My supervisor ensures that my workgroup delivers on what we are responsible for	86	10	86%	+2	-1	0	-3

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	76	15	9	76%	+6 ↑	-1	-1	-2
	My supervisor actively ensures that everyone can be included in workplace activities	83	11		83%	-	0	0	-2

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		70	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
						+4	+1	+3	-2
SES Manager	My SES manager clearly articulates the direction and priorities for our area	70	20	10	70%	+6 ↑	+1	+3	-4
	My SES manager presents convincing arguments and persuades others towards an outcome	65	27	8	65%	+6 ↑	+2	+7 ↑	-4
	My SES manager promotes cooperation within and between agencies	69	25		69%	+5 ↑	+2	+6 ↑	-4
	My SES manager encourages innovation and creativity	68	24	8	68%	+7 ↑	+2	+5 ↑	-2
	My SES manager creates an environment that enables us to deliver our best	67	23	11	67%	+8 ↑	+2	+6 ↑	-4
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	75	20		75%	+3	+1	+5 ↑	-4
Other similar questions									
All SES	In my agency, the SES work as a team	54	32	14	54%	+8 ↑	0	+2	-4
	In my agency, the SES clearly articulate the direction and priorities for our agency	64	24	12	64%	+10 ↑	+1	+3	-3
	In my agency, communication between SES and other employees is effective	56	27	18	56%	+10 ↑	+2	+4	-3
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	69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				+3	0	+1	-2

Communication	My supervisor communicates effectively	81	11	8	81%	+2	0	0	-2
	My SES manager communicates effectively	72	18	10	72%	+5	+2	+5	-3
	Internal communication within my agency is effective	55	25	20	55%	+6	-3	-1	-6

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	70	16	14	70%	+6	+1	+2	-2
	Staff are consulted about change at work	54	33	13	54%	+10	+5	+6	+2
	Change is managed well in my agency	39	32	29	39%	+8	-6	-6	-6

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills	81 11 8	81%	-4	+2	+3	-1
I have a choice in deciding how I do my work	73 20 7	73%	+5 ⬆	+9 ⬆	+14 ⬆	+1
Where appropriate, I am able to take part in decisions that affect my job	75 14 11	75%	+5 ⬆	+5 ⬆	+8 ⬆	0
I am clear what my duties and responsibilities are	80 16	80%	+3	0	0	+1
I am satisfied with the recognition I receive for doing a good job	71 17 13	71%	+6 ⬆	+3	+6 ⬆	-2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	67 15 18	67%	0	+7 ⬆	+11 ⬆	-1
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	81 11 9	81%	+3	+4	+7 ⬆	0
I am satisfied with the stability and security of my job	80 11 9	80%	-4	-1	0	-2
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	85 8	85%	+10 ⬆	+7 ⬆	+10 ⬆	+2

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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS	55 31 13	55%	0	-7⬇️	-8⬇️	-7⬇️
I understand how my role contributes to achieving an outcome for the Australian public	92	92%	+3	0	0	0
I believe strongly in the purpose and objectives of the APS	82 16	82%	+6⬆️	-3	-3	-4

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work		26%	-5⬇️	+3	+3	+4
Slightly above capacity - lots of work to do		40%	0	-1	-1	0
At capacity - about the right amount of work to do		27%	+4	-3	-3	-3
Slightly below capacity - available for more work		6%	0	0	+1	-1
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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	81 13	81%	+2	+2	+3	-1
My supervisor actively ensures that everyone can be included in workplace activities	83 11	83%	-	0	0	-2
I receive the respect I deserve from my colleagues at work	82 15	82%	+4	0	+1	-2

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		15%	-1	+1	0	+1
Flexible hours of work		23%	-3	-4	-5⬇️	-2
Compressed work week		4%	0	+1	+1	+1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		64%	+16⬆️	+10⬆️	+15⬆️	0
None of the above		23%	-12⬇️	-4	-6⬇️	+1

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.

Enabling innovation	YOUR ENABLING INNOVATION INDEX SCORE	66	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
					+2	+1	+1	0
	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	84	12	84%	-3	+2	+4	-1
	My immediate supervisor encourages me to come up with new or better ways of doing things	75	18	75%	+3	+1	+3	-1
	People are recognised for coming up with new and innovative ways of working	61	27	61%	+4	+2	+2	0
	My agency inspires me to come up with new or better ways of doing things	52	34	52%	+13 ↑	0	0	-1
	My agency recognises and supports the notion that failure is a part of innovation	41	40	41%	+11 ↑	+1	0	+1

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				69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
							+4	+1	+2	-1
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	64	24	12	64%	+2	0	+1	-3	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	62	25	12	62%	+3	-2	-1	-3	
	My agency does a good job of promoting health and wellbeing	64	24	11	64%	+8⬆	+1	+2	-2	
	I think my agency cares about my health and wellbeing	63	24	13	63%	+10⬆	+2	+4	-2	
	I believe my immediate supervisor cares about my health and wellbeing	87	9		87%	+4	+2	+3	-1	

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
How often do you find your work stressful?						
Always		4%	-2	-1	-1	0
Often		26%	-5↓	0	0	+1
Sometimes		51%	+4	+1	+2	+1
Rarely		17%	+3	-1	0	-1
Never		2%	0	0	0	0
To what extent is your work emotionally demanding?						
To a very large extent		5%	-2	-2	-3	-1
To a large extent		20%	-3	-1	-2	+1
Somewhat		40%	-1	0	0	0
To a small extent		25%	+3	+2	+3	0
To a very small extent		10%	+3	0	+1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGER SIZED AGENCIES
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I feel burned out by my work

Strongly agree		7%	-3	-1	-1	0
Agree		25%	-4	+1	0	+2
Neither agree nor disagree		33%	+3	+1	0	+2
Disagree		28%	+2	-2	0	-3
Strongly disagree		7%	+1	0	+1	-1

In general, would you say that your health is:

Excellent		10%	0	0	0	-1
Very good		34%	-1	0	+1	-1
Good		38%	+2	0	-1	+1
Fair		15%	0	0	-1	+1
Poor		3%	-1	0	0	0

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

Excellent		26%	+3	-1	0	-4
Very good		55%	-1	0	0	0
Average		16%	-2	+2	+1	+3
Below average		2%	-1	0	0	0
Well below average		1%	0	0	0	0

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

Excellent		13%	+4	-4	-3	-5 ↓
Very good		54%	+1	-1	0	-3
Average		28%	-4	+5 ↑	+3	+6 ↑
Below average		4%	-1	+1	0	+1
Well below average		2%	-1	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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	79 12 9	79%	+1	-1	+1	-3
My workgroup has the tools and resources we need to perform well	55 19 26	55%	+4	-7 ↓	-7 ↓	-8 ↓
The people in my workgroup use time and resources efficiently	76 15 9	76%	+2	-2	-1	-4
My workgroup can readily adapt to new priorities and tasks	82 12	82%	0	-3	-2	-3
The people in my workgroup cooperate to get the job done	88 8	88%	+2	-1	0	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



RETENTION



EMPLOYEES WHO INDICATED THAT THEY WANTED TO LEAVE THEIR CURRENT POSITION AS SOON AS POSSIBLE OR WITHIN THE NEXT 12 MONTHS WERE ASKED WHAT THEIR PLANS WERE.

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE 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		8%	-2	-1	-2	0
I want to leave my position within the next 12 months		22%	-1	-1	+1	-3
I want to stay working in my position for the next one to two years		41%	+3	+4	+7 ↑	0
I want to stay working in my position for at least the next three years		28%	0	-2	-6 ↓	+3

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

I am planning to retire		5%	-1	-1	-2	+1
I am pursuing another position within my agency		43%	-4	+3	-1	+2
I am pursuing a position in another agency		20%	-2	-5 ↓	-1	-5 ↓
I am pursuing work outside the APS		11%	+1	-1	-1	0
It is the end of my non-ongoing, casual or contracted employment		7%	+6 ↑	+3	+4	+2
Other		14%	0	+1	+2	0

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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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What is the primary reason behind your desire to leave your current position? (5 highest responses):

I wish to pursue a promotion opportunity		16%	-	-	-	-
I am looking to further my skills in another area		13%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		11%	-	-	-	-
I am not satisfied with the work		7%	-	-	-	-
Other		7%	-	-	-	-

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 LARGER OPERATIONAL AGENCIES

VARIANCE FROM LARGE 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		11%	-4	+1	0	+2
No		89%	+4	-1	0	-2

Did this discrimination occur in your current agency?

Yes		88%	-7 ↓	-3	-5 ↓	0
No		12%	+7 ↑	+3	+5 ↑	0

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

Gender		37%	-	-	-	-
Age		26%	-	-	-	-
Other		20%	-	-	-	-

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 LARGER OPERATIONAL AGENCIES

VARIANCE FROM LARGER SIZED AGENCIES

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

Yes		10%	-4	0	-1	+1
No		85%	+6	0	+1	-1
Not sure		5%	-2	0	-1	0

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		44%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		43%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		28%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		37%	+5	+3	+3	+3
It was reported by someone else		7%	0	0	-1	-1
I did not report the behaviour		56%	-4	-3	-2	-2

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 LARGER OPERATIONAL AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?

Yes		3%	-2	0	0	+1
No		91%	+3	0	+1	-1
Not sure		4%	-1	0	0	+1
Would prefer not to answer		2%	0	0	-1	0

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		67%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		21%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		17%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		19%	-2	-1	-2	0
It was reported by someone else		15%	-1	-1	0	+1
I did not report the behaviour		66%	+3	+2	+3	-1

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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGER SIZED AGENCIES
How do you describe your gender?						
Man or male		42%	0	+4	+4	+5 ↑
Woman or female		54%	0	-5 ↓	-4	-6 ↓
Non-binary		1%	0	0	0	0
I use a different term		0%	0	0	0	0
Prefer not to say		3%	0	0	0	0
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		3%	-1	-1	-1	0
No		97%	+1	+1	+1	0
Do you have an ongoing disability?						
Yes		8%	0	-1	-2	-2
No		92%	0	+1	+2	+2

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Do you have carer responsibilities?						
Yes		41%	+1	0	-1	0
No		59%	-1	0	+1	0
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?						
Yes		8%	+1	0	+1	-1
No		92%	-1	0	-1	+1
In which country were you born?						
Australia		79%	-3	+2	+3	0
Other country		21%	+3	-2	-3	0
Do you speak a language other than English at home?						
No, English only		84%	-2	+4	+5 ↑	+2
Yes, other		16%	+2	-4	-5 ↓	-2

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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.

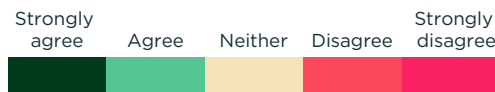
PRIORITISE 3 AREAS TO TAKE FORWARD

	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") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



$$\begin{array}{c} \begin{array}{|c|c|c|} \hline \text{Strongly agree} & \text{Agree} & \text{Neither} \\ \hline \end{array} & \begin{array}{|c|c|} \hline \text{Disagree} & \text{Strongly disagree} \\ \hline \end{array} \\ \hline \text{POSITIVE RESPONSE} & \text{Neutral response} & \text{Negative response} \\ \hline \end{array} \div \begin{array}{c} \text{number of respondents who} \\ \text{answered the question} \end{array} = \% \text{ POSITIVE}$$

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.