

Highlights Report

NHMRC

CONTENT	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and Change	6
Workplace Conditions	7
Inclusion	10
Enabling Innovation	11
Wellbeing Policies and Support	12
Wellbeing	13
Performance	15
Retention	17
Unacceptable Behaviour	19
Demographics	22
Time to Take Action	24
Guide to this Report	25

RESPONSES:
 159 of 239

RESPONSE RATE:
 67%



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 SCORES AREN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR AN AGENCY. IT IS A MEASURE OF THE EMOTIONAL CONNECTION AND COMMITMENT EMPLOYEES HAVE TO WORKING FOR THE AGENCY.

YOUR EMPLOYEE ENGAGEMENT SCORE 79%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	83	83%	-2	+10 ↑	+8 ↑	+9 ↑
	I am proud to work in my agency	90	90%	-2	+14 ↑	+6 ↑	+10 ↑
	I would recommend my agency as a good place to work	84	84%	-2	+16 ↑	+11 ↑	+14 ↑
	I believe strongly in the purpose and objectives of my agency	95	95%	-2	+12 ↑	+8 ↑	+9 ↑
STAY	I feel a strong personal attachment to my agency	75	75%	+4	+10 ↑	+3	+6 ↑
	I feel committed to my agency's goals	93	93%	0	+11 ↑	+8 ↑	+9 ↑
STRIVE	I suggest ideas to improve our way of doing things	87	87%	-6 ↓	+3	0	-1
	I am happy to go the 'extra mile' at work when required	96	96%	0	+5 ↑	+4	+4
	I work beyond what is required in my job to help my agency achieve its objectives	85	85%	+1	+2	+1	0
	My agency really inspires me to do my best work every day	67	67%	-2	+11 ↑	+8 ↑	+9 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SUPERVISOR	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	84 / 11	84%	-5 ↓	+5 ↑	+5 ↑	+8 ↑
My supervisor can deliver difficult advice whilst maintaining relationships	82 / 13	82%	+1	+4	+4	+6 ↑
My supervisor invites a range of views, including those different to their own	83 / 14	83%	-	+4	+3	+6 ↑
My supervisor encourages my team to regularly review and improve our work	84 / 12	84%	+2	+4	+5 ↑	+6 ↑
My supervisor is invested in my development	76 / 20	76%	0	+3	+3	+8 ↑
My immediate supervisor encourages me	81 / 18	81%	-5 ↓	+5 ↑	+4	+6 ↑
My supervisor ensures that my workgroup delivers on what we are responsible for	93 / 7	93%	0	+7 ↑	+7 ↑	+9 ↑
My supervisor provides me with helpful feedback to improve my performance	78 / 17	78%	-	+4	+5 ↑	+8 ↑

KEY

 **AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR**
 **AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR**

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	74	17	8	74%	-1	+7 ⬆️	+8 ⬆️	+11 ⬆️
My SES manager presents convincing arguments and persuades others towards an outcome	76	19		76%	-	+15 ⬆️	+15 ⬆️	+14 ⬆️
My SES manager promotes cooperation within and between agencies	78	18		78%	0	+12 ⬆️	+12 ⬆️	+12 ⬆️
My SES manager encourages innovation and creativity	79	18		79%	-	+15 ⬆️	+16 ⬆️	+16 ⬆️
My SES manager creates an environment that enables us to deliver our best	77	18		77%	-	+15 ⬆️	+15 ⬆️	+17 ⬆️
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	84	13		84%	-5 ⬆️	+11 ⬆️	+9 ⬆️	+11 ⬆️
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
In my agency, the SES work as a team	60	25	15	60%	+3	+7 ⬆️	+7 ⬆️	+8 ⬆️
In my agency, the SES clearly articulate the direction and priorities for our agency	63	23	13	63%	-9 ⬆️	+3	+5 ⬆️	+8 ⬆️



























KEY

⬆️ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 ⬇️ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My supervisor communicates effectively		88%	-2	+6 	+5 	+8 
My SES manager communicates effectively		82%	0	+13 	+13 	+14 
In my agency, communication between SES and other employees is effective		60%	-1	+9 	+11 	+12 
Internal communication within my agency is effective		60%	-2	+2	+1	+3
When changes occur, the impacts are communicated well within my workgroup		79%	-9 	+13 	+11 	+12 
Staff are consulted about change at work		57%	-3	+12 	+12 	+14 
Change is managed well in my agency		51%	-4	+8 	+10 	+10 

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	90	90%	+1	+6	+2	+4
I have a choice in deciding how I do my work	80	80%	+1	+19	+7	+7
Where appropriate, I am able to take part in decisions that affect my job	85	85%	-	+18	+13	+16
I am clear what my duties and responsibilities are	86	86%	0	+7	+7	+8
I am satisfied with the recognition I receive for doing a good job	77	77%	-5	+11	+9	+10
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	81	81%	-5	+15	+17	+15
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	92	92%	+3	+15	+11	+13
I am satisfied with the stability and security of my job	86	86%	-2	+6	+9	+11
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	96	96%	-	+21	+15	+19

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> 54 34 12 </div>	54%	+8	-9	-2	-2
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100%;"> 95 </div>	95%	0	+5	+4	+6
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> 83 14 </div>	83%	-8	+1	+3	+3

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		15%	-1	-9	-11	-11
Slightly above capacity – lots of work to do		45%	+6	+4	+2	+3
At capacity – about the right amount of work to do		29%	-9	+1	+3	+3
Slightly below capacity – available for more work		11%	+4	+6	+7	+6
Well below capacity – not enough work		0%	0	-1	-1	-1

KEY













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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	 90	90%	0	+11 	+9 	+14 
My supervisor actively supports people from diverse backgrounds	 82 18	82%	-	+2	+2	+6 
I receive the respect I deserve from my colleagues at work	 88 11	88%	+1	+8 	+9 	+11 

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

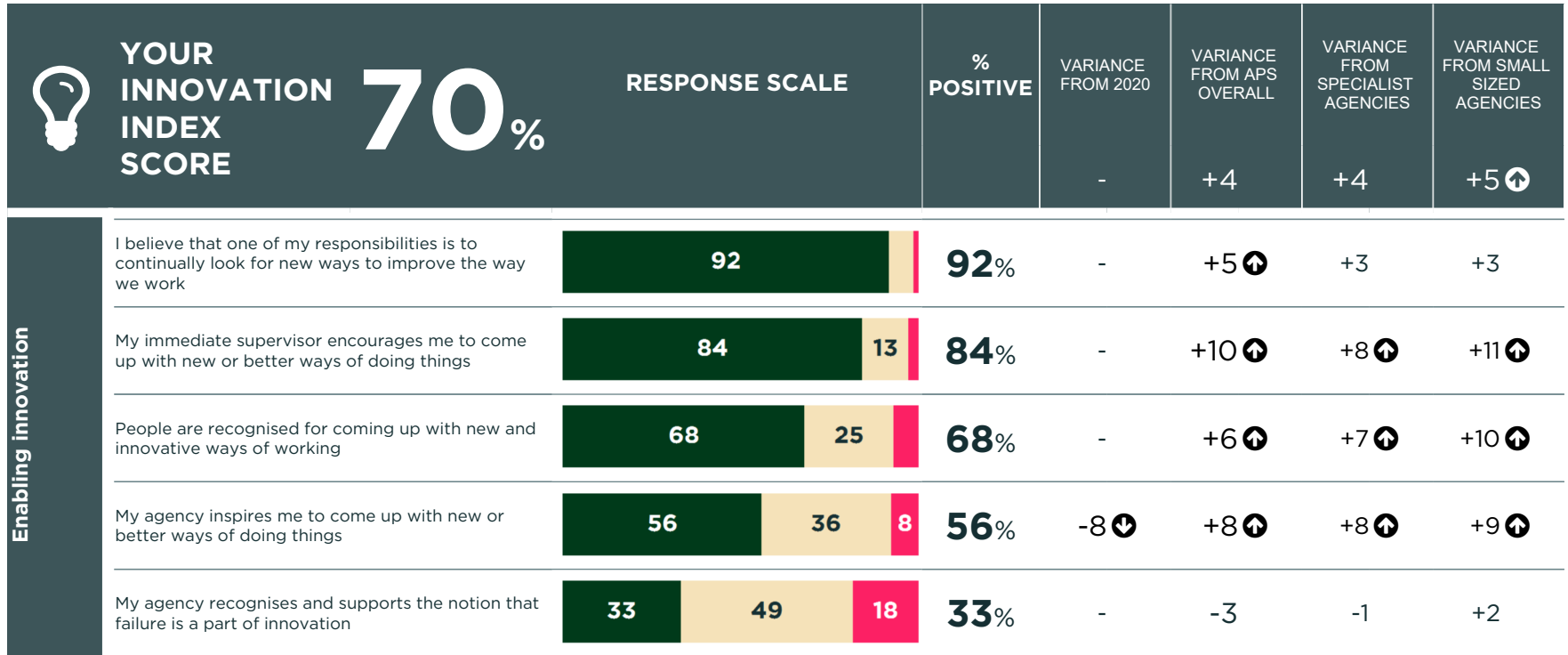


ENABLING INNOVATION



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 INDEX SCORE 77%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	82	14	82%	-6 ↓	+14 ↑	+11 ↑	+14 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	77	16	77%	-13 ↓	+12 ↑	+8 ↑	+8 ↑
	My agency does a good job of promoting health and wellbeing	77	18	77%	-13 ↓	+14 ↑	+11 ↑	+10 ↑
	I think my agency cares about my health and wellbeing	82	13	82%	-4	+24 ↑	+17 ↑	+17 ↑
	I believe my immediate supervisor cares about my health and wellbeing	93		93%	-2	+10 ↑	+7 ↑	+9 ↑

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How often do you find your work stressful?						
Always		3%	-	-3	-2	-2
Often		19%	-	-9↓	-7↓	-9↓
Sometimes		51%	-	+3	+1	+3
Rarely		25%	-	+9↑	+7↑	+8↑
Never		2%	-	0	0	0
To what extent is your work emotionally demanding?						
To a very large extent		3%	-1	-6↓	-3	-4
To a large extent		15%	+3	-8↓	-5↓	-6↓
Somewhat		34%	-9↓	-5↓	-6↓	-4
To a small extent		35%	+7↑	+14↑	+10↑	+11↑
To a very small extent		12%	0	+5↑	+3	+3

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		5%	+1	-4	-4	-5 ↓
Agree		19%	-5 ↓	-6 ↓	-5 ↓	-4
Neither agree nor disagree		28%	-3	-3	-2	-1
Disagree		37%	+3	+9 ↑	+7 ↑	+8 ↑
Strongly disagree		11%	+4	+4	+3	+2
In general, would you say that your health is:						
Excellent		14%	-	+2	+1	0
Very good		32%	-	-3	-4	-5 ↓
Good		38%	-	+2	+3	+5 ↑
Fair		13%	-	-1	-1	-1
Poor		3%	-	0	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

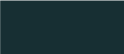





AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR











PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance:

Excellent		31%	-	+4	+2	+2
Very good		62%	-	+7 	+7 	+10 
Average		5%	-	-10 	-8 	-10 
Below average		1%	-	-1	0	-1
Well below average		0%	-	-1	-1	0

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

Excellent		19%	-	+3	+2	0
Very good		73%	-	+17 	+16 	+19 
Average		8%	-	-16 	-14 	-15 
Below average		1%	-	-3	-2	-3
Well below average		0%	-	-2	-1	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	91	91%	0	+11	+8	+8
My workgroup has the tools and resources we need to perform well	68	68%	+4	+4	+6	+8
The people in my workgroup use time and resources efficiently	87	87%	-1	+10	+7	+9
My workgroup can readily adapt to new priorities and tasks	94	94%	-4	+8	+8	+9
The people in my workgroup cooperate to get the job done	95	95%	-1	+8	+6	+8

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		3%	-	-6 ↓	-5 ↓	-5 ↓
I want to leave my position within the next 12 months		22%	-	0	+1	0
I want to stay working in my position for the next one to two years		43%	-	+6 ↑	+3	+5 ↑
I want to stay working in my position for at least the next three years		32%	-	0	0	0
What best describes your plans involved with leaving your current position?						
I am planning to retire		11%	-	+5 ↑	+5 ↑	+6 ↑
I am pursuing another position within my agency		22%	-	-20 ↓	-7 ↓	+4
I am pursuing a position in another agency		43%	-	+18 ↑	+10 ↑	-2
I am pursuing work outside the APS		5%	-	-6 ↓	-10 ↓	-12 ↓
It is the end of my non-ongoing, casual or contracted employment		0%	-	-3	-6 ↓	-4
Other		19%	-	+6 ↑	+7 ↑	+8 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



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

ONLY THE THREE 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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (3 highest responses):					
I want to try a different type of work or I'm seeking a career change	23%	-	-	-	-
I am looking to further my skills in another area	23%	-	-	-	-
There is a lack of future career opportunities in my agency	15%	-	-	-	-

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		10%	0	-2	+1	-1
No		90%	0	+2	-1	+1
Did this discrimination occur in your current agency?						
Yes		79%	+15	-15	-13	-15
No		21%	-15	+15	+13	+15
Basis for the discrimination that you experienced (3 highest responses):						
Gender		50%	-	-	-	-
Caring responsibilities		36%	-	-	-	-
Race		21%	-	-	-	-

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 TYPES OF HARASSMENT OR BULLYING 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 2020

VARIANCE FROM APS OVERALL

VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		7%	0	-5 ↓	-2	-5 ↓
No		90%	+3	+8 ↑	+5 ↑	+8 ↑
Not sure		3%	-3	-3	-3	-2

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		50%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		40%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		30%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		56%	-	+22 ↑	+26 ↑	+20 ↑
It was reported by someone else		11%	-	+4	+5 ↑	+6 ↑
I did not report the behaviour		33%	-	-26 ↓	-31 ↓	-25 ↓

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST 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		1%	-2	-2	-2	-3
No		94%	+4	+4	+4	+7
Not sure		3%	-1	-2	-2	-2
Would prefer not to answer		2%	0	0	0	-1
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		0%	-	-20	-14	-21
It was reported by someone else		0%	-	-15	-9	-16
I did not report the behaviour		100%	-	+35	+23	+37

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
How do you describe your gender?						
Man or male		26%	0	-11↓	-16↓	-11↓
Woman or female		69%	-1	+10↑	+15↑	+11↑
Non-binary		0%	-	0	-1	-1
I use a different term		1%	-	0	0	0
Prefer not to say		4%	0	+1	+1	0
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		4%	+2	0	+2	+2
No		96%	-2	0	-2	-2
Do you have an ongoing disability?						
Yes		10%	+2	+1	+3	+3
No		90%	-2	-1	-3	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		48%	-2	+8	+8	+8
No		52%	+2	-8	-8	-8
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		10%	+6	+3	+2	+1
No		90%	-6	-3	-2	-1
In which country were you born?						
Australia		80%	-	+3	+5	+4
Other country		20%	-	-3	-5	-4
Do you speak a language other than English at home?						
No, English only		88%	-	+7	+7	+3
Yes, other		12%	-	-7	-7	-3

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?

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.



$$\begin{array}{c} \div \\ \text{number of respondents who} \\ \text{answered the question} \\ = \\ \% \text{ POSITIVE} \end{array}$$

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.