Australian Public Service

Employee Census **2022** 9 May –10 June



Highlights Report NHMRC



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responses: 166 of 235

RESPONSE RATE:
71%



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.

Australian Government

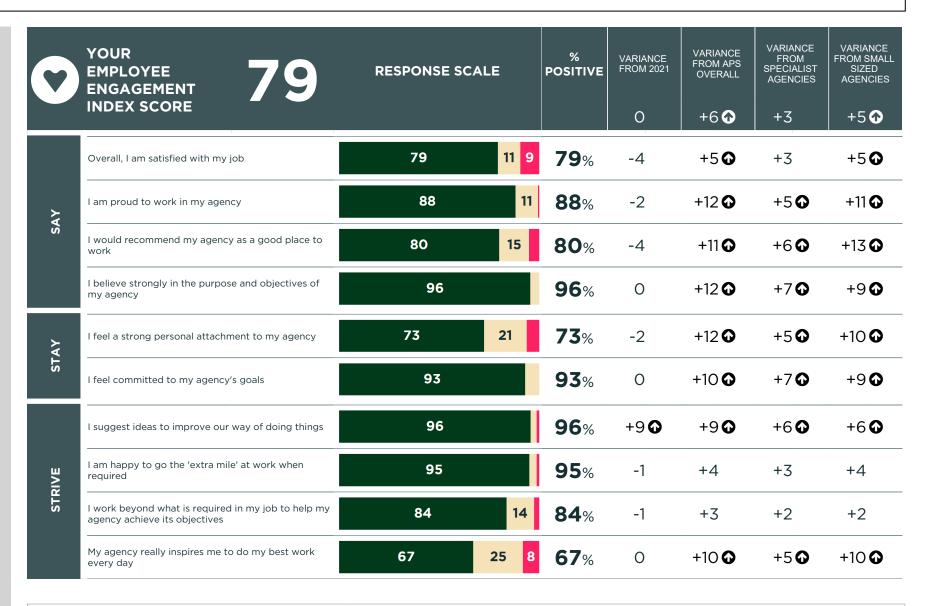
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EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



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.



KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



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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	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
	SCORE			+1	+4	+5�	+6�
	My supervisor engages with staff on how to respond to future challenges	87 9	87%	+3	+80	+80	+11 🕥
sor	My supervisor can deliver difficult advice whilst maintaining relationships	84 12	84%	+3	+60	+60	+9 0
Supervisor	My supervisor invites a range of views, including those different to their own	91	91%	+80	+10 🐼	+80	+12 🕢
Immediate	My supervisor encourages my team to regularly review and improve our work	85 12	85%	+1	+4	+5 0	+80
<u>m</u>	My supervisor is invested in my development	82 11	82%	+6 🚱	+60	+7 0	+9 🚱
	My supervisor ensures that my workgroup delivers on what we are responsible for	97	97%	+4	+10 🐼	+10 🐼	+12 🕥
	Other similar questions						
	My supervisor provides me with helpful feedback to improve my performance	86 11	86%	+70	+80	+9	+12 🚱
	My supervisor actively ensures that everyone can be included in workplace activities	88 10	88%	-	+50	+50	+76
KEY AT LEAST 5 PERCENTAGE POINTS GREATER COMPARATOR AT LEAST 5 PERCENTAGE POINTS GREATER COMPARATOR AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR							

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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	RESPONSE SO	CALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
	SCORE				-1	+5 &	+4	+6 🏠
	My SES manager clearly articulates the direction and priorities for our area	74	17 9	74 %	0	+6•	+5 0	+10 📭
	My SES manager presents convincing arguments and persuades others towards an outcome	73	19 8	73 %	-3	+11 🟠	+80	+11 🕥
Manager	My SES manager promotes cooperation within and between agencies	74	23	74%	-4	+7 0	+5 ♦	+80
SES Ma	My SES manager encourages innovation and creativity	75	19	75 %	-4	+9 0	+9 ♠	+12 🕥
	My SES manager creates an environment that enables us to deliver our best	74	20	74 %	-3	+9 0	+80	+13 🚳
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	85	12	85%	+1	+11 🟠	+9 0	+13 🕥
	Other similar questions							
	In my agency, the SES work as a team	59	24 17	59%	-1	+5 ☆	+7 0	+9 🏠
AII SES	In my agency, the SES clearly articulate the direction and priorities for our agency	65	19 17	65%	+2	+1	+3	+70
∢	In my agency, communication between SES and other employees is effective	61	21 17	61%	+1	+80	+9 0	+12 🖸
KEY	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTA COMPARATOR	GE POINTS LESS	THAN		Positive Neu	utral Negative	

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COMMUNICATION AND CHANGE



COMMUNICATION

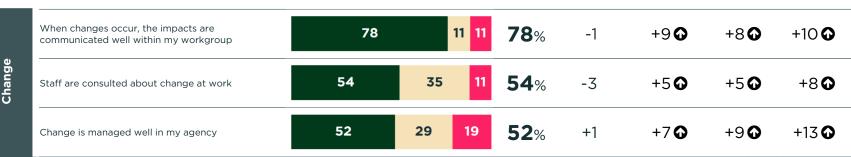
THE
COMMUNICATION
SCORE MEASURES
COMMUNICATION
AT THE INDIVIDUAL,
GROUP AND
AGENCY LEVEL.

9	YOUR COMMUNICATION 72 INDEX SCORE	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL +3	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES +5
tion	My supervisor communicates effectively	87 10	87 %	-1	+6•	+6 ۞	+90
Communication	My SES manager communicates effectively	78 13 9	78 %	-5♥	+80	+7 0	+12 🚳
Соп	Internal communication within my agency is effective	57 25 18	57 %	-3	-1	0	+4

CHANGE

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

Other similar questions



KEY AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



2022 APS Employee Census PAGE 06.

WORKPLACE CONDITIONS

	RESPONSE SCAL	E	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	86	9	86%	-4	+7 &	+3	+5♠
I have a choice in deciding how I do my work	81	17	81%	0	+17 🚱	+5♠	+8•
Where appropriate, I am able to take part in decisions that affect my job	83	9 8	83%	-2	+13 🚱	+80	+11 🐼
I am clear what my duties and responsibilities are	88	11	88%	+2	+8♠	+6 ⊙	+90
I am satisfied with the recognition I receive for doing a good job	75	16 9	75 %	-3	+7 ⊙	+5 ♠	+7 0
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	73	20	73 %	-7 ©	+13 🚱	+14 🐼	+12 🚱
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	92		92%	0	+16 ↔	+10 🐼	+12 🕢
I am satisfied with the stability and security of my job	89	9	89%	+3	+80	+11 🐼	+14 🚱
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	99		99%	+3	+210	+14 🚱	+16 🚱

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



2022 APS Employee Census PAGE 07.

WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	53 35 12	53 %	-2	-10 👁	-3	-2
I understand how my role contributes to achieving an outcome for the Australian public	98	98%	+2	+5♠	+4	+6 ☆
I believe strongly in the purpose and objectives of the APS	85 14	85%	+2	0	+1	+2
	RESPONSE SCALE	%	VARIANCE FROM 2021	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		23%	+80	0	-1	-3
Slightly above capacity - lots of work to do		36 %	-9♥	-5♥	-4	-4
At capacity – about the right amount of work to do		35 %	+6 ♦	+5 ♦	+5 ⊘	+8•
Slightly below capacity - available for more work		6%	-5♥	0	0	0
Well below capacity - not enough work		1%	+1	-1	0	-1

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative Comparator

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INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	88 9	88%	-2	+9♠	+9 &	+13 🚱
My supervisor actively ensures that everyone can be included in workplace activities	88 10	88%	-	+5♠	+5♠	+7 ♠
I receive the respect I deserve from my colleagues at work	88 10	88%	0	+60	+70	+10 🐼
	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		20%	+1	+60	+5 0	+6�
Flexible hours of work		28%	-80	+2	-6♥	-1
Compressed work week		5 %	+2	+2	+2	0
Job sharing		0%	0	0	0	0
Working away from the office/working from home		87 %	+3	+320	+19 🔷	+20 🔷
None of the above		4%	-6♥	-23 O	-14 👁	-14 👁
	EAST 5 PERCENTAGE POINTS LESS THAN PARATOR		Posit	ive Neutral Neg	gative	

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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.

\bigcirc	YOUR ENABLING INNOVATION INDEX SCORE	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL +3	VARIANCE FROM SPECIALIST AGENCIES +2	VARIANCE FROM SMALL SIZED AGENCIES +4
	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	87 9	87%	-5 ♥	+50	+2	+4
innovation	My immediate supervisor encourages me to come up with new or better ways of doing things	79 17	79 %	-5♥	+6 	+3	+6
	People are recognised for coming up with new and innovative ways of working	61 29 10	61%	-7♥	+1	+2	+60
Enabling	My agency inspires me to come up with new or better ways of doing things	60 31 9	60%	+4	+80	+5 ⊙	+80
	My agency recognises and supports the notion that failure is a part of innovation	42 38 19	42%	+96	+3	+2	+6 🏠

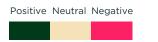
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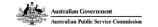


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





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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	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL +8	VARIANCE FROM SPECIALIST AGENCIES +5 •	VARIANCE FROM SMALL SIZED AGENCIES
oort	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	78 13 9	78 %	-4	+14 🐼	+10 🐼	+13 🕥
and support	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	71 22	71 %	-6♥	+7 0	+3	+6•
policies a	My agency does a good job of promoting health and wellbeing	75 20	75 %	-1	+12 🕢	+80	+11 🕥
Wellbeing p	I think my agency cares about my health and wellbeing	81 13	81%	-1	+20 0	+12 🕢	+15 🕜
We	I believe my immediate supervisor cares about my health and wellbeing	93	93%	0	+7 •	+5 ₽	+7

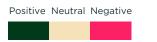
KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





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WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How often do you find your work stressful?						
Always		3 %	0	-1	0	-1
Often		21%	+2	-5♥	-3	-5♥
Sometimes		49%	-2	-1	-1	0
Rarely		25%	0	+7 0	+5♠	+7 0
Never		1%	-1	0	-1	-1
To what extent is your work emotionally demanding?						
To a very large extent		5 %	+2	-2	-1	-1
To a large extent		15%	0	-6♥	-3	-4
Somewhat		34 %	0	-5♥	-4	-4
To a small extent		32 %	-3	+9	+6 ۞	+7 0
To a very small extent		13%	+1	+4	+2	+3

KEY

0

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

0

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



WELLBEING

					VARIANCE	VARIANCE
	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	FROM SPECIALIST AGENCIES	FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		7 %	+2	-1	-1	-2
Agree		23%	+3	-2	0	0
Neither agree nor disagree		27 %	-1	-5 O	-2	-2
Disagree		34 %	-3	+50	+2	+3
Strongly disagree		9%	-2	+3	+2	+1
In general, would you say that your health is:						
Excellent		12%	-2	+2	+1	+1
Very good		33 %	+1	-1	-3	-2
Good		39 %	+1	+1	+2	+2
Fair		12%	-1	-3	-2	-2
Poor		4%	+1	+1	+2	+2

KEY



9

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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PERFORMANCE

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
In the last month, please rate your workgroup's overall performance						
Excellent		35 %	+4	+7 0	+6 🐼	+80
Very good		58%	-4	+3	+3	+3
Average		7 %	+1	-8 👁	-7♥	-80
Below average		0%	-1	-2	-2	-2
Well below average		0%	0	-1	-1	-1
In the last month, please rate your agency's success in meeting its goals and objectives						
Excellent		21%	+2	+4	+3	+4
Very good		57 %	-16 🔮	+2	+2	+6 ☆
Average		22%	+14 🐼	-2	0	-3
Below average		1%	0	-3	-3	-4
Well below average		0%	0	-2	-2	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	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	87 9	87 %	-4	+7 6	+5♠	+6•
My workgroup has the tools and resources we need to perform well	54 17 28	54%	-13 ♥	-7♥	-5♥	-1
The people in my workgroup use time and resources efficiently	92	92%	+5♠	+14 🚱	+13 🚱	+15 🚱
My workgroup can readily adapt to new priorities and tasks	93	93%	-1	+8•	+80	+90
The people in my workgroup cooperate to get the job done	96	96%	0	+70	+6�	+7 @

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



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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 SMAL SIZED AGENCIES
Which of the following statements best reflects your courrent position?	current thoughts about working in your					
I want to leave my position as soon as possible		6%	+2	-3	-3	-4
I want to leave my position within the next 12 months		24%	+1	0	+2	+1
I want to stay working in my position for the next one to two years		42%	-1	+5 ♦	+2	+4
I want to stay working in my position for at least the next three years		29%	-3	-2	-1	-2
What best describes your plans involved with leaving y	your current position?	4%	-6 ⊙	-2	0	0
I am planning to retire	your current position?	4 % 13 %	-6 ⊙ -9 ⊙	-2 -27 ⊙	O -13 ♥	0 -3
	your current position?					
I am planning to retire I am pursuing another position within my agency	your current position?	13%	-9 0	-27♥	- 13 ♥	-3
I am planning to retire I am pursuing another position within my agency I am pursuing a position in another agency	your current position?	13% 30%	-9 ⊙ -13 ⊙	-27 ⊙ +6 ⊙	-13 	-3 -11 ⊙

KEY



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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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 SMALL SIZED AGENCIES
What is the primary reason behind your deresponses):	sire to leave your current position? (5 highest					
I wish to pursue a promotion opportunity		21%	-	-	-	-
I want to try a different type of work or I'm seek change	ing a career	14%	-	-	-	_
I am looking to further my skills in another area		11%	-	-	-	-
I have achieved all I can in my current position		11%	-	-	-	-
There is a lack of future career opportunities in I	my agency	7 %	-	-	-	-

KEY



AT LEAST 5 PERCENT AT LEAST 5 PERCENTAGE POINTS GREATER

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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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 SMALL SIZED AGENCIES					
During the last 12 months and in the course of discrimination on the basis of your backgroun											
Yes		5 %	-5♥	-5♥	-3	-4					
No		95%	+5♠	+5♠	+3	+4					
Did this discrimination occur in your current a	Did this discrimination occur in your current agency?										
Yes	The data for this question has been h	idden for anony	ymity reasons.								
No	The data for this question has been h	idden for anony	ymity reasons.								

KEY



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



2022 APS Employee Census PAGE 18.

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 SMALL SIZED AGENCIES
During the last 12 months, have you been subjected t workplace?	o harassment or bullying in your current					
Yes		5%	-2	-5 O	-3	-5♥
No		91%	+1	+5 ♦	+4	+6 🚱
Not sure		4%	+1	-1	-1	-1
Did you report the harassment or bullying?						

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 LESS THAN COMPARATOR



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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	FROM SPECIALIST AGENCIES	FROM SMALL SIZED AGENCIES
	art of your duties, in the last 12 months have you agency engaging in behaviour that you consider prruption?					
Yes		1%	-1	-2	-2	-4
No		92%	-1	+1	+1	+5♠
Not sure		6%	+3	+2	+2	+1
Would prefer not to answer		1%	-1	-1	-1	-2

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden for anonymity reasons.
It was reported by someone else	The data for this question has been hidden for anonymity reasons.
I did not report the behaviour	The data for this question has been hidden for anonymity reasons.

KEY



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

VARIANCE VARIANCE



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DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMAL SIZED AGENCIES
How do you describe your gender?						
Man or male		28%	+2	-9 0	-12 👁	-10 👁
Woman or female		67 %	-1	+80	+12 🕥	+10 🐼
Non-binary		0%	0	0	-1	-1
I use a different term		1%	0	0	0	0
Prefer not to say		4%	-1	+1	0	0
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes	1	2%	-2	-2	0	-2
No		98%	+2	+2	0	+2
Do you have an ongoing disability?						
Yes		9%	-1	-1	+1	+1
No		91%	+1	+1	-1	-1

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMAI SIZED AGENCIES
Do you have carer responsibilities?						
Yes		49%	+2	+80	+9	+80
No		51 %	-2	-80	-9♥	-80
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?						
Yes		11%	+1	+3	+2	+2
No		89%	-1	-3	-2	-2
n which country were you born?						
Australia		82%	+2	+5 0	+6�	+5 0
Other country		18%	-2	-5♥	-6♥	-5 0
Do you speak a language other than English at home?						
No, English only		87%	-1	+70	+6 🐼	+4
Yes, other		13%	+1	-7 ♡	-6♥	-4

AT LEAST 5 PERCENTAGE POINTS GREATER THAN

COMPARATOR

Australian Government

AT LEAST 5 PERCENTAGE POINTS LESS THAN

COMPARATOR

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KEY

TIME TO TAKE ACTION

CELEBRATE	Q INVESTIGATE FURTHER WITH OUR TEAMS	
What things do we do well?	Are there any other opportunities coming out of the results that we want to explore further?	Areas we need to focus of plans:
THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.	HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?	WHAT ARE THE KEY THINGS WE NEED THERE BETTER?

<u>~</u>	OPPORTUNITIES
Areas we no	eed to focus on and turn into action



USE THIS PAGE TO START YOUR LOCAL **ACTION PLANS**

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

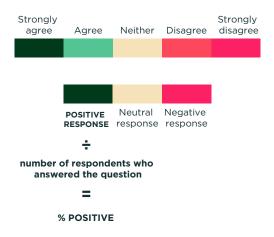
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



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.

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