



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.

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		79	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	79	11 9	79%	-4	+5 ↑	+3	+5 ↑
	I am proud to work in my agency	88	11	88%	-2	+12 ↑	+5 ↑	+11 ↑
	I would recommend my agency as a good place to work	80	15	80%	-4	+11 ↑	+6 ↑	+13 ↑
	I believe strongly in the purpose and objectives of my agency	96		96%	0	+12 ↑	+7 ↑	+9 ↑
STAY	I feel a strong personal attachment to my agency	73	21	73%	-2	+12 ↑	+5 ↑	+10 ↑
	I feel committed to my agency's goals	93		93%	0	+10 ↑	+7 ↑	+9 ↑
STRIVE	I suggest ideas to improve our way of doing things	96		96%	+9 ↑	+9 ↑	+6 ↑	+6 ↑
	I am happy to go the 'extra mile' at work when required	95		95%	-1	+4	+3	+4
	I work beyond what is required in my job to help my agency achieve its objectives	84	14	84%	-1	+3	+2	+2
	My agency really inspires me to do my best work every day	67	25 8	67%	0	+10 ↑	+5 ↑	+10 ↑

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		81	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	87	9	87%	+3	+8 ↑	+8 ↑	+11 ↑
	My supervisor can deliver difficult advice whilst maintaining relationships	84	12	84%	+3	+6 ↑	+6 ↑	+9 ↑
	My supervisor invites a range of views, including those different to their own	91		91%	+8 ↑	+10 ↑	+8 ↑	+12 ↑
	My supervisor encourages my team to regularly review and improve our work	85	12	85%	+1	+4	+5 ↑	+8 ↑
	My supervisor is invested in my development	82	11	82%	+6 ↑	+6 ↑	+7 ↑	+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%	+7 ↑	+8 ↑	+9 ↑	+12 ↑
	My supervisor actively ensures that everyone can be included in workplace activities	88	10	88%	-	+5 ↑	+5 ↑	+7 ↑
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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				-1	+5 ↑	+4	+6 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	74	17	9	74%	0	+6 ↑	+5 ↑	+10 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	73	19	8	73%	-3	+11 ↑	+8 ↑	+11 ↑
	My SES manager promotes cooperation within and between agencies	74	23		74%	-4	+7 ↑	+5 ↑	+8 ↑
	My SES manager encourages innovation and creativity	75	19		75%	-4	+9 ↑	+9 ↑	+12 ↑
	My SES manager creates an environment that enables us to deliver our best	74	20		74%	-3	+9 ↑	+8 ↑	+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 ↑	+13 ↑

Other similar questions

All SES	In my agency, the SES work as a team	59	24	17	59%	-1	+5 ↑	+7 ↑	+9 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	65	19	17	65%	+2	+1	+3	+7 ↑
	In my agency, communication between SES and other employees is effective	61	21	17	61%	+1	+8 ↑	+9 ↑	+12 ↑

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				-1	+3	+3	+5 ↑

Communication	My supervisor communicates effectively	87	10	87%	-1	+6 ↑	+6 ↑	+9 ↑	
	My SES manager communicates effectively	78	13	9	78%	-5 ↓	+8 ↑	+7 ↑	+12 ↑
	Internal communication within my agency is effective	57	25	18	57%	-3	-1	0	+4

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	78	11	11	78%	-1	+9 ↑	+8 ↑	+10 ↑
	Staff are consulted about change at work	54	35	11	54%	-3	+5 ↑	+5 ↑	+8 ↑
	Change is managed well in my agency	52	29	19	52%	+1	+7 ↑	+9 ↑	+13 ↑

KEY	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive	Neutral	Negative

WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	86	86%	-4	+7	+3	+5
I have a choice in deciding how I do my work	81	81%	0	+17	+5	+8
Where appropriate, I am able to take part in decisions that affect my job	83	83%	-2	+13	+8	+11
I am clear what my duties and responsibilities are	88	88%	+2	+8	+6	+9
I am satisfied with the recognition I receive for doing a good job	75	75%	-3	+7	+5	+7
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	73	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	89%	+3	+8	+11	+14
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	99	99%	+3	+21	+14	+16

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 53%; background-color: #004d00; color: white; text-align: center;">53</div><div style="width: 35%; background-color: #f0c000; color: black; text-align: center;">35</div><div style="width: 12%; background-color: #e91e63; color: white; text-align: center;">12</div></div>	53%	-2	-10 ⬇	-3	-2
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between;"><div style="width: 98%; background-color: #004d00; color: white; text-align: center;">98</div><div style="width: 2%; background-color: #f0c000; color: black; text-align: center;">2</div></div>	98%	+2	+5 ⬆	+4	+6 ⬆
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 85%; background-color: #004d00; color: white; text-align: center;">85</div><div style="width: 14%; background-color: #f0c000; color: black; text-align: center;">14</div><div style="width: 1%; background-color: #e91e63; color: white; text-align: center;">1</div></div>	85%	+2	0	+1	+2

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

Well above capacity - too much work	<div style="width: 23%; background-color: #004d00;"></div>	23%	+8 ⬆	0	-1	-3
Slightly above capacity - lots of work to do	<div style="width: 36%; background-color: #004d00;"></div>	36%	-9 ⬇	-5 ⬇	-4	-4
At capacity - about the right amount of work to do	<div style="width: 35%; background-color: #004d00;"></div>	35%	+6 ⬆	+5 ⬆	+5 ⬆	+8 ⬆
Slightly below capacity - available for more work	<div style="width: 6%; background-color: #004d00;"></div>	6%	-5 ⬇	0	0	0
Well below capacity - not enough work	<div style="width: 1%; background-color: #004d00;"></div>	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




















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%	-2	+9 	+9 	+13 
My supervisor actively ensures that everyone can be included in workplace activities		88%	-	+5 	+5 	+7 
I receive the respect I deserve from my colleagues at work		88%	0	+6 	+7 	+10 

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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Do you currently access any of the following flexible working arrangements?
[Multiple Response]

Part time		20%	+1	+6 	+5 	+6 
Flexible hours of work		28%	-8 	+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	+32 	+19 	+20 
None of the above		4%	-6 	-23 	-14 	-14 

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		68	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	87	9	87%	-5 ↓	+5 ↑	+2	+4	
	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	+6 ↑
	My agency inspires me to come up with new or better ways of doing things	60	31	9	60%	+4	+8 ↑	+5 ↑	+8 ↑
	My agency recognises and supports the notion that failure is a part of innovation	42	38	19	42%	+9 ↑	+3	+2	+6 ↑

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		76	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	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	78	13 9	78%	-4	+14 ↑	+10 ↑	+13 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	71	22	71%	-6 ↓	+7 ↑	+3	+6 ↑
	My agency does a good job of promoting health and wellbeing	75	20	75%	-1	+12 ↑	+8 ↑	+11 ↑
	I think my agency cares about my health and wellbeing	81	13	81%	-1	+20 ↑	+12 ↑	+15 ↑
	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






Positive Neutral Negative








WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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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 ↑	+5 ↑	+7 ↑
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 ↑
To a very small extent		13%	+1	+4	+2	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM 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	-2	-2
Disagree		34%	-3	+5	+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



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR












AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR







PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		35%	+4	+7 	+6 	+8 
Very good		58%	-4	+3	+3	+3
Average		7%	+1	-8 	-7 	-8 
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

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%	-4	+7 	+5 	+6 
My workgroup has the tools and resources we need to perform well		54%	-13 	-7 	-5 	-1
The people in my workgroup use time and resources efficiently		92%	+5 	+14 	+13 	+15 
My workgroup can readily adapt to new priorities and tasks		93%	-1	+8 	+8 	+9 
The people in my workgroup cooperate to get the job done		96%	0	+7 	+6 	+7 

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



RETENTION



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

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM 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		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 your current position?						
I am planning to retire		4%	-6	-2	0	0
I am pursuing another position within my agency		13%	-9	-27	-13	-3
I am pursuing a position in another agency		30%	-13	+6	-2	-11
I am pursuing work outside the APS		17%	+12	+5	-1	0
It is the end of my non-ongoing, casual or contracted employment		9%	+9	+5	+2	+2
Other		26%	+7	+14	+14	+13

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



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

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

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL 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	21%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	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 my agency	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 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		5%	-5 ↓	-5 ↓	-3	-4
No		95%	+5 ↑	+5 ↑	+3	+4
Did this discrimination occur in your current agency?						
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

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

		%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Yes		5%	-2	-5 ↓	-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 GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO INDICATED THAT THEY HAD WITNESSED POTENTIAL CORRUPT BEHAVIOUR WERE ASKED TO DESCRIBE THE BEHAVIOUR. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF CORRUPT BEHAVIOURS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES AND WITH RESULTS FOR THE APS OVERALL.

CORRUPTION	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM 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%	-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 GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male		28%	+2	-9↓	-12↓	-10↓
Woman or female		67%	-1	+8↑	+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		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

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		49%	+2	+8	+9	+8
No		51%	-2	-8	-9	-8
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		11%	+1	+3	+2	+2
No		89%	-1	-3	-2	-2
In which country were you born?						
Australia		82%	+2	+5	+6	+5
Other country		18%	-2	-5	-6	-5
Do you speak a language other than English at home?						
No, English only		87%	-1	+7	+6	+4
Yes, other		13%	+1	-7	-6	-4

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.



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

ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

ANONYMITY

IT IS ENGINE'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS OF RESPONDENTS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS WILL NOT BE SHOWN WHERE THERE ARE LESS THAN 10 RESPONDENTS IN A GROUP.

COMPARISONS WITH RESULTS FROM PREVIOUS YEARS

THE METHOD OF ANALYSING AND REPORTING SPECIFIC RESULTS MAY BE PERIODICALLY REVIEWED AND REVISED. SUCH IMPROVEMENTS ARE APPLIED TO CURRENT DATA AND THAT OF PREVIOUS YEARS. FOR THIS REASON THE CURRENT REPORT IS ALWAYS THE MOST ACCURATE DATA SOURCE FOR APS EMPLOYEE CENSUS RESULTS, INCLUDING COMPARISONS WITH TIME SERIES DATA.