



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	9
Enabling Innovation	10
Wellbeing Policies and Support	11
Wellbeing	12
Performance	14
Retention	16
Unacceptable Behaviour	18
Demographics	21
Agency Position	22
Suggested Questions to Focus On	24
Agency Specific Questions	25
Time to Take Action	26
Guide to this Report	27

RESPONSES:
188 of 253
RESPONSE RATE:
74%

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		76	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	80	12 9	80%	0	+7 ⬆️	+4	+8 ⬆️
	I am proud to work in my agency	86	10	86%	-2	+11 ⬆️	+4	+10 ⬆️
	I would recommend my agency as a good place to work	79	14 7	79%	-1	+11 ⬆️	+7 ⬆️	+16 ⬆️
	I believe strongly in the purpose and objectives of my agency	93		93%	-3	+9 ⬆️	+4	+6 ⬆️
STAY	I feel a strong personal attachment to my agency	64	25 11	64%	-9 ⬇️	+4	-1	+3
	I feel committed to my agency's goals	89	10	89%	-4	+6 ⬆️	+4	+6 ⬆️
STRIVE	I suggest ideas to improve our way of doing things	94		94%	-2	+8 ⬆️	+5 ⬆️	+6 ⬆️
	I am happy to go the 'extra mile' at work when required	93		93%	-2	+3	+2	+4
	I work beyond what is required in my job to help my agency achieve its objectives	79	20	79%	-5 ⬇️	-1	-2	-1
	My agency really inspires me to do my best work every day	60	27 13	60%	-7 ⬇️	+3	-1	+6 ⬆️

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		78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					-3	+2	+2	+4

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	82	13	82%	-5 ⬇️	+3	+3	+6 ⬆️	
	My supervisor can deliver difficult advice whilst maintaining relationships	81	15	81%	-3	+3	+3	+5 ⬆️	
	My supervisor invites a range of views, including those different to their own	86	11	86%	-6 ⬇️	+4	+3	+6 ⬆️	
	My supervisor encourages my team to regularly review and improve our work	83	13	83%	-2	+3	+3	+6 ⬆️	
	My supervisor is invested in my development	77	15	8	77%	-5 ⬇️	+1	+1	+4
	My supervisor ensures that my workgroup delivers on what we are responsible for	89	9	89%	-8 ⬇️	+2	+2	+4	

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	78	15	78%	-7 ⬇️	+1	+2	+5 ⬆️
My immediate supervisor encourages me	77	19	77%	-5 ⬇️	+1	0	+3

KEY

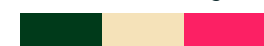


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				-4	+2	-1	+3

SES Manager	My SES manager clearly articulates the direction and priorities for our area	70	20	10	70%	-5 ↓	+1	-1	+6 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	68	22	9	68%	-5 ↓	+7 ↑	+3	+7 ↑
	My SES manager promotes cooperation within and between agencies	71	21	8	71%	-3	+5 ↑	0	+7 ↑
	My SES manager encourages innovation and creativity	70	22	8	70%	-5 ↓	+5 ↑	+3	+8 ↑
	My SES manager creates an environment that enables us to deliver our best	74	13	13	74%	+1	+11 ↑	+7 ↑	+15 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	79	15		79%	-6 ↓	+6 ↑	+2	+8 ↑

Other similar questions

In my agency, the SES work as a team	53	33	14	53%	-6 ↓	-1	-1	+5 ↑
In my agency, the SES clearly articulate the direction and priorities for our agency	55	27	17	55%	-9 ↓	-8 ↓	-7 ↓	+1
In my agency, communication between SES and other employees is effective	49	29	21	49%	-12 ↓	-4	-4	+4
My SES manager routinely promotes the use of data and evidence to deliver outcomes	80	15		80%	-	+15 ↑	+10 ↑	+19 ↑

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				-3	+1	0	+4

Communication	My supervisor communicates effectively	84	10	84%	-2	+4	+4	+7 ⬆️
	My SES manager communicates effectively	70	20	70%	-8 ⬇️	+1	-2	+5 ⬆️
	Internal communication within my agency is effective	51	27	51%	-6 ⬇️	-6 ⬇️	-7 ⬇️	+3

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	76	13	10	76%	-2	+9 ⬆️	+6 ⬆️	+10 ⬆️
	Staff are consulted about change at work	54	34	13	54%	-1	+4	+5 ⬆️	+9 ⬆️
	Change is managed well in my agency	40	39	21	40%	-12 ⬇️	-3	-1	+5 ⬆️

KEY	⬆️ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	⬇️ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative

WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		80%	-5 ↓	+2	-1	0
I have a choice in deciding how I do my work		80%	0	+16 ↑	+5 ↑	+9 ↑
Where appropriate, I am able to take part in decisions that affect my job		79%	-5 ↓	+10 ↑	+5 ↑	+10 ↑
I am clear what my duties and responsibilities are		84%	-4	+5 ↑	+4	+6 ↑
I am satisfied with the recognition I receive for doing a good job		75%	0	+9 ↑	+5 ↑	+9 ↑
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		73%	-1	+21 ↑	+19 ↑	+21 ↑
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		86%	-6 ↓	+12 ↑	+6 ↑	+7 ↑
I am satisfied with the stability and security of my job		86%	-3	+4	+6 ↑	+11 ↑
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		90%	-8 ↓	+12 ↑	+5 ↑	+9 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM 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: 100px; height: 20px;"> 53 34 14 </div>	53%	0	-9 ↓	-4	-1
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 96 </div>	96%	-1	+4	+3	+5 ↑
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 89 10 </div>	89%	+4	+4	+5 ↑	+7 ↑

	RESPONSE SCALE	%	VARIANCE FROM 2022	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: 18%; height: 15px; background-color: #004d00;"></div>	18%	-5 ↓	-6 ↓	-4	-9 ↓
Slightly above capacity - lots of work to do	<div style="width: 45%; height: 15px; background-color: #004d00;"></div>	45%	+9 ↑	+5 ↑	+5 ↑	+6 ↑
At capacity - about the right amount of work to do	<div style="width: 28%; height: 15px; background-color: #004d00;"></div>	28%	-7 ↓	-2	-2	+2
Slightly below capacity - available for more work	<div style="width: 7%; height: 15px; background-color: #004d00;"></div>	7%	+1	+2	+1	+1
Well below capacity - not enough work	<div style="width: 2%; height: 15px; background-color: #004d00;"></div>	2%	+2	+1	+1	0

KEY

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AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR













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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	 86	86%	-2	+7 	+6 	+11 
My supervisor actively ensures that everyone can be included in workplace activities	 90	90%	+2	+7 	+7 	+8 
I receive the respect I deserve from my colleagues at work	 82	82%	-6 	+1	0	+3

	RESPONSE SCALE	%	VARIANCE FROM 2022	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	 16	16%	-4	+3	+2	+2
Flexible hours of work	 31	31%	+2	+3	-4	0
Compressed work week	 4	4%	-1	0	0	-2
Job sharing	 0	0%	0	0	0	-1
Working away from the office/working from home	 85	85%	-2	+28 	+15 	+19 
None of the above	 6	6%	+2	-20 	-11 	-12 

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		66	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	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	85	13	85%	-2	+5 ⬆️	+2	+5 ⬆️	
	My immediate supervisor encourages me to come up with new or better ways of doing things	79	16	79%	-1	+7 ⬆️	+3	+6 ⬆️	
	People are recognised for coming up with new and innovative ways of working	60	24	16	60%	-1	+2	-1	+7 ⬆️
	My agency inspires me to come up with new or better ways of doing things	50	37	13	50%	-10 ⬇️	0	-3	+1
	My agency recognises and supports the notion that failure is a part of innovation	33	43	23	33%	-9 ⬇️	-6 ⬇️	-6 ⬇️	-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		70	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
					-5 ↓	+2	0	+2	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	65	24	10	65%	-12 ↓	+2	-2	+2
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	57	30	13	57%	-14 ↓	-5 ↓	-9 ↓	-6 ↓
	My agency does a good job of promoting health and wellbeing	65	24	12	65%	-10 ↓	+2	-1	+4
	I think my agency cares about my health and wellbeing	71	18	11	71%	-10 ↓	+10 ↑	+3	+7 ↑
	I believe my immediate supervisor cares about my health and wellbeing	88	8		88%	-5 ↓	+3	0	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR




Positive Neutral Negative







WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		1%	-3	-4	-3	-4
Often		17%	-4	-9 ↓	-6 ↓	-9 ↓
Sometimes		50%	+1	+1	-1	+2
Rarely		31%	+6 ↑	+13 ↑	+10 ↑	+11 ↑
Never		2%	0	0	0	0

To what extent is your work emotionally demanding?

To a very large extent		2%	-3	-6 ↓	-5 ↓	-5 ↓
To a large extent		13%	-2	-8 ↓	-4	-5 ↓
Somewhat		35%	+1	-3	-3	-4
To a small extent		31%	-1	+8 ↑	+5 ↑	+6 ↑
To a very small extent		18%	+5 ↑	+9 ↑	+7 ↑	+8 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		5%	-2	-4	-3	-4
Agree		22%	-1	-2	+1	-2
Neither agree nor disagree		27%	0	-5	-3	-3
Disagree		34%	0	+5	+1	+4
Strongly disagree		12%	+3	+5	+4	+4
In general, would you say that your health is:						
Excellent		13%	+1	+3	+1	+2
Very good		32%	-1	-2	-4	-3
Good		38%	0	0	+2	+1
Fair		15%	+3	+1	+3	+2
Poor		2%	-3	-2	-2	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR











AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR












PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM 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	+3	+1	+4
Very good		59%	+1	+4	+5 	+6 
Average		9%	+2	-6 	-4	-7 
Below average		1%	+1	-1	-1	-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		19%	-2	+3	+1	+5 
Very good		59%	+3	+6 	+5 	+10 
Average		18%	-4	-7 	-4	-10 
Below average		3%	+2	-1	-1	-3
Well below average		1%	+1	-1	0	-2

KEY


















AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	 86	86%	-1	+7 	+5 	+6 
My workgroup has the tools and resources we need to perform well	 55	55%	+1	-4	-4	+4
The people in my workgroup use time and resources efficiently	 90	90%	-2	+14 	+11 	+14 
My workgroup can readily adapt to new priorities and tasks	 90	90%	-3	+7 	+5 	+8 
The people in my workgroup cooperate to get the job done	 90	90%	-5 	+3	0	+2

KEY

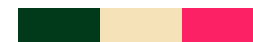


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



RETENTION



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

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL 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%	+3	-1	0	-2
I want to leave my position within the next 12 months		24%	+1	0	+2	+2
I want to stay working in my position for the next one to two years		40%	-2	+3	0	+2
I want to stay working in my position for at least the next three years		27%	-2	-2	-1	-3

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

I am planning to retire		7%	+3	+2	+3	+3
I am pursuing another position within my agency		22%	+9 ⬆	-19 ⬇	-4	+5 ⬆
I am pursuing a position in another agency		45%	+14 ⬆	+18 ⬆	+10 ⬆	0
I am pursuing work outside the APS		2%	-16 ⬇	-10 ⬇	-15 ⬇	-14 ⬇
It is the end of my non-ongoing, casual or contracted employment		7%	-2	+4	+2	+2
Other		17%	-9 ⬇	+5 ⬆	+4	+4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR








AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



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

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

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
There are a lack of future career opportunities in my agency 	20%	-	-	-	-
I want to try a different type of work or I'm seeking a career change 	20%	-	-	-	-
I wish to pursue a promotion opportunity 	15%	-	-	-	-
I am looking to further my skills in another area 	13%	-	-	-	-
I have achieved all I can in my current position 	13%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO HAD PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

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

DISCRIMINATION	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM 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		9%	+4	-1	+1	-1
No		91%	-4	+1	-1	+1
Did this discrimination occur in your current agency?						
Yes		88%	+88	-3	-2	-3
No		12%	+12	+3	+2	+3
Basis for the discrimination that you experienced (3 highest responses):						
Age		44%	-	-	-	-
Gender		38%	-	-	-	-
Other		31%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

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

HARASSMENT AND BULLYING

RESPONSE SCALE

%

VARIANCE FROM 2022

VARIANCE FROM APS OVERALL

VARIANCE FROM 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		9%	+4	-2	+1	-3
No		90%	-1	+5	+3	+7
Not sure		2%	-3	-4	-3	-4

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)		44%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		19%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		47%	+47	+12	+15	+11
It was reported by someone else		0%	0	-8	-8	-5
I did not report the behaviour		53%	+53	-4	-7	-7

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



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

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

CORRUPTION	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM 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%	0	-2	-2	-4
No	████████████████████	95%	+2	+4	+3	+8 ⬆
Not sure		2%	-4	-2	-2	-3
Would prefer not to answer		3%	+1	0	+1	0

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

How do you describe your gender?	Responses
Man or male	30%
Woman or female	66%
Non-binary	0%
I use a different term	1%
Prefer not to say	3%

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

Do you have an ongoing disability?	Responses
Yes	11%
No	89%

Do you have carer responsibilities?	Responses
Yes	51%
No	49%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	13%
No	87%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	76%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	15%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	4%
South-East Asian	4%
North-East Asian	4%
Southern and Central Asian	5%
North American	2%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	12%
No	80%
Not sure	8%

AGENCY POSITION



AGENCY POSITION

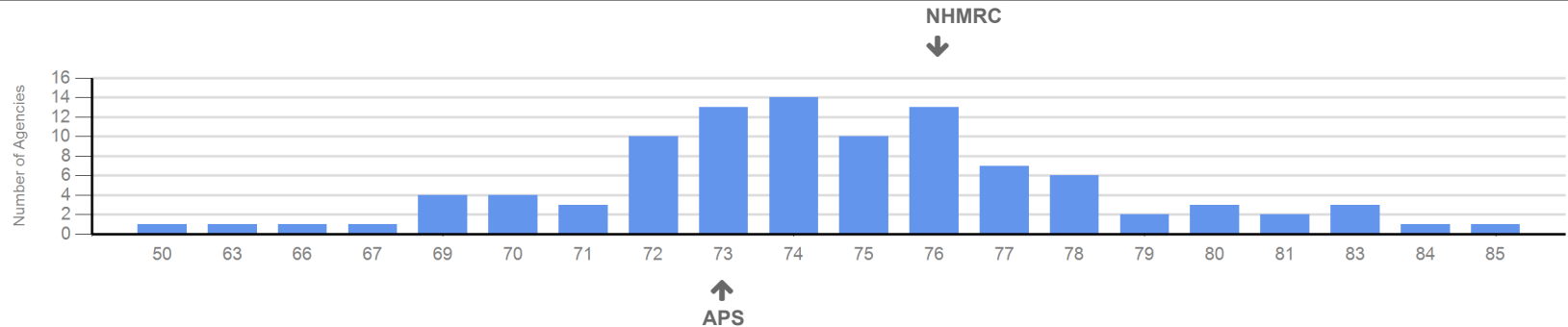
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

ALONG THE LINE (Y-AXIS) ARE THE INDEX SCORES. THE HEIGHT OF THE BAR (X-AXIS) IS HOW MANY AGENCIES HAVE THAT INDEX SCORE.

PLEASE NOTE, THE Y-AXIS VALUES ARE NOT CONSECUTIVE AS ONLY INDEX SCORES RECEIVED BY AN AGENCY ARE REPRESENTED.

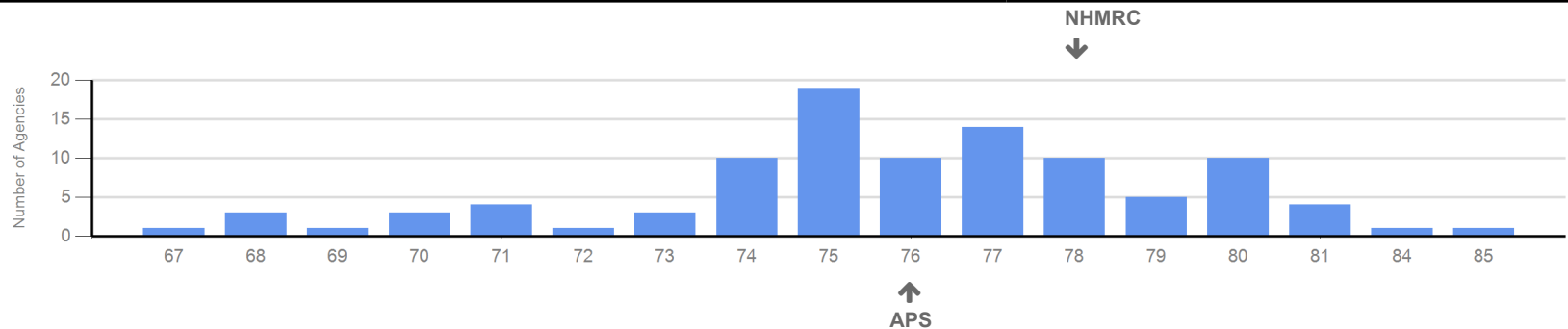
Employee Engagement Index

Ranking : 30th of 100



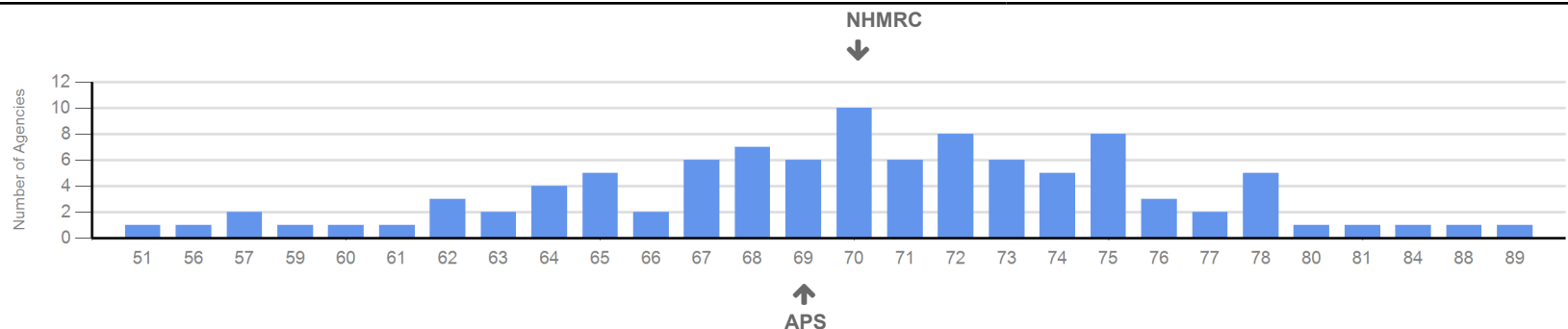
Leadership – Immediate Supervisor Index

Ranking : 24th of 100



Leadership – SES Manager Index

Ranking : 49th of 100



AGENCY POSITION



AGENCY POSITION

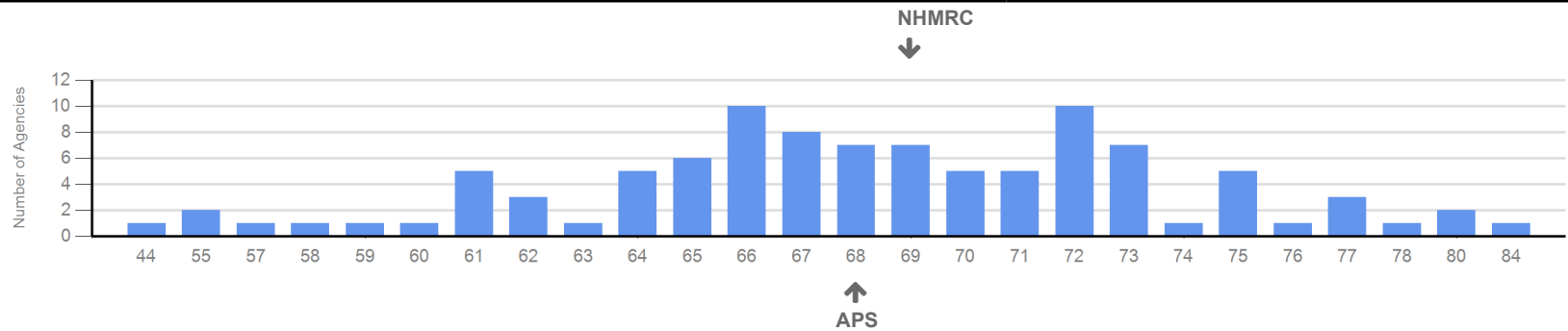
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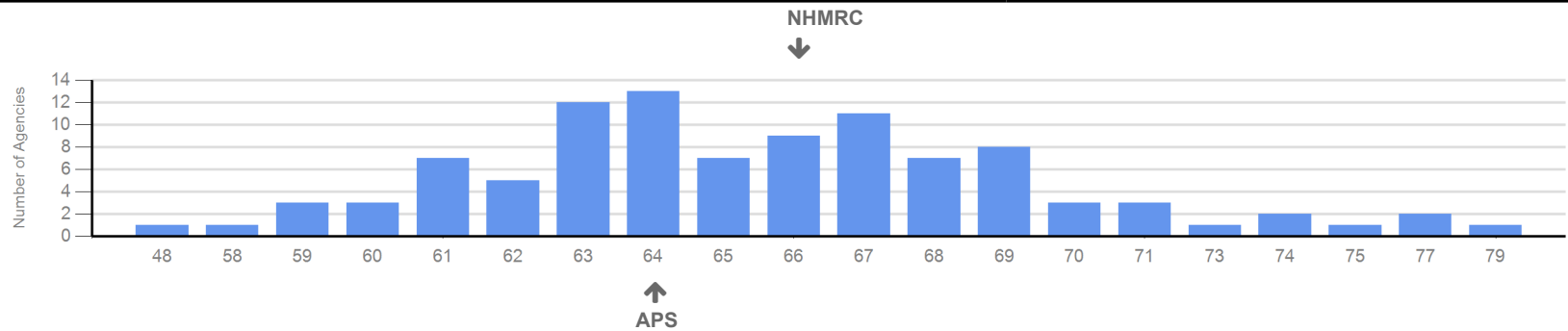
Communication Index

Ranking : 46th of 100



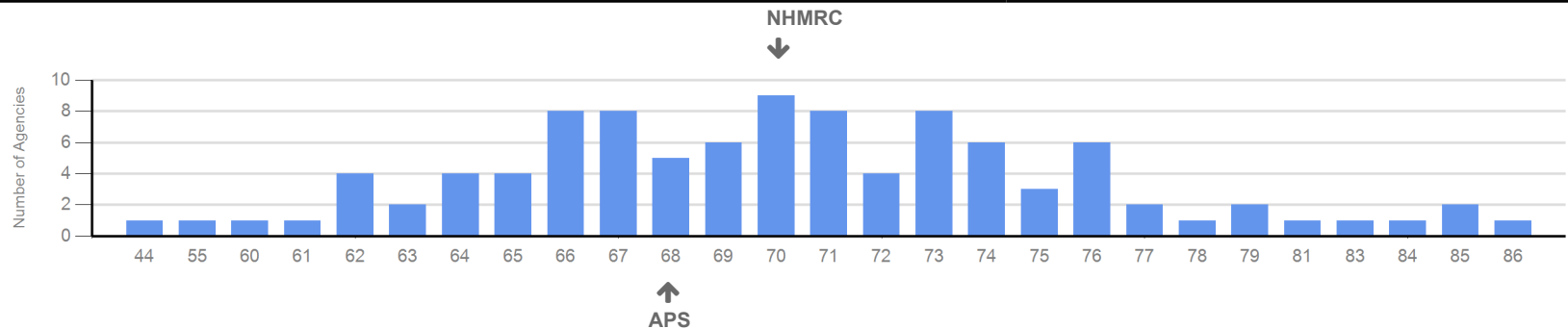
Enabling Innovation Index

Ranking : 45th of 100



Wellbeing Policies and Support Index

Ranking : 47th of 100



SUGGESTED QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THROUGH DRIVER ANALYSIS, THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR AGENCY AND ASSOCIATED WITH EMPLOYEE ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

		AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
.1	My agency supports and actively promotes an inclusive workplace culture			86%	-2	+7	+6	+11
.2	Internal communication within my agency is effective			51%	-6	-6	-7	+3
.3	Change is managed well in my agency			40%	-12	-3	-1	+5
.4	I am satisfied with the recognition I receive for doing a good job			75%	0	+9	+5	+9
.5	I feel I have the same opportunities as anyone else of my ability or experience			67%	-10	+1	-1	+3
.6	My SES manager creates an environment that enables us to deliver our best			74%	+1	+11	+7	+15

NHMRC SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
My SES manager keeps people informed about what is happening across the agency	74	16	9	74%	-3
It is easy to coordinate projects across different parts of the agency	35	47	18	35%	-2
Collaboration is effective across branches within NHMRC	43	35	22	43%	-
NHMRC makes use of my skills and capabilities	68	21	12	68%	-5 ↓
I am supported through changes affecting my work area at NHRMC	67	22	11	67%	-
Flexible work arrangements at NHMRC enable greater productivity in my work area	89		8	89%	-
My Director acknowledges and encourages high performance	80	16		80%	-
I feel that NHMRC is a great place to work	81	13		81%	-1
I don't feel I can take time off because it would be disruptive to my team	45	27	28	45%	-3
When my colleagues go on leave, I am overwhelmed covering their work	52	33	15	52%	+9 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR




AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



TIME TO TAKE ACTION



CELEBRATE

What things do we do well?


THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.



INVESTIGATE FURTHER WITH OUR TEAMS

Are there any other opportunities coming out of the results that we want to explore further?

HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?



OPPORTUNITIES

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?



USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

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

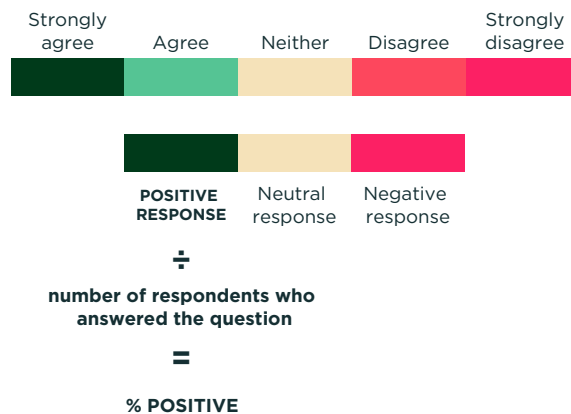
PRIORITISE 3 AREAS TO TAKE FORWARD

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

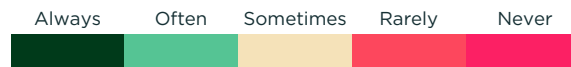
GUIDE TO THIS REPORT

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE" OR "ALWAYS" + "OFTEN") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



FOR 5 POINT SCALE QUESTIONS NOT ASKED ON THE *AGREE TO DISAGREE* SCALE THE SAME RULES APPLY, THE GREEN PERCENT REPRESENTS A **POSITIVE RESPONSE** (UNLESS THE QUESTION IS NEGATIVELY WORDED).



ROUNDING

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

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

ANONYMITY

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

COMPARISONS WITH RESULTS FROM PREVIOUS YEARS

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