



Highlights Report IPEA



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

RESPONSES:
57 of 58

RESPONSE RATE:
98%

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		77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	81	11 9	81%	+2	+7 ⬆️	+4	+6 ⬆️
	I am proud to work in my agency	82	14	82%	+2	+7 ⬆️	-1	+4
	I would recommend my agency as a good place to work	82	9 9	82%	+6 ⬆️	+13 ⬆️	+9 ⬆️	+16 ⬆️
	I believe strongly in the purpose and objectives of my agency	86	9	86%	+6 ⬆️	+2	-3	-3
STAY	I feel a strong personal attachment to my agency	65	26 9	65%	-12 ⬆️	+4	-3	+4
	I feel committed to my agency's goals	82	16	82%	-1	0	-4	-3
STRIVE	I suggest ideas to improve our way of doing things	91	9	91%	+8 ⬆️	+5 ⬆️	+2	-1
	I am happy to go the 'extra mile' at work when required	91		91%	+6 ⬆️	0	-1	-2
	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	74	19 7	74%	-3	+16 ⬆️	+12 ⬆️	+14 ⬆️

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		82	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					+8 ↑	+6 ↑	+6 ↑	+5 ↑

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges		88	11	88%	+19 ↑	+8 ↑	+9 ↑	+10 ↑
	My supervisor can deliver difficult advice whilst maintaining relationships		79	19	79%	+8 ↑	0	+1	+1
	My supervisor invites a range of views, including those different to their own		88	7	88%	+17 ↑	+6 ↑	+4	+3
	My supervisor encourages my team to regularly review and improve our work		82	18	82%	+5 ↑	+1	+3	0
	My supervisor is invested in my development		84	14	84%	+13 ↑	+8 ↑	+9 ↑	+9 ↑
	My supervisor ensures that my workgroup delivers on what we are responsible for		96		96%	+15 ↑	+9 ↑	+9 ↑	+9 ↑

Other similar questions

My supervisor provides me with helpful feedback to improve my performance		89	11	89%	+19 ↑	+12 ↑	+13 ↑	+12 ↑
My supervisor actively ensures that everyone can be included in workplace activities		89	11	89%	-	+6 ↑	+6 ↑	+6 ↑

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	78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					+3	+9	+8	+7

SES Manager	Statement	Score Breakdown			% Positive	Variance from 2021	Variance from APS Overall	Variance from Specialist Agencies	Variance from Extra Small Sized Agencies
		Positive	Neutral	Negative					
	My SES manager clearly articulates the direction and priorities for our area	81	12	7	81%	-4	+12	+12	+14
	My SES manager presents convincing arguments and persuades others towards an outcome	74	19	7	74%	0	+12	+9	+4
	My SES manager promotes cooperation within and between agencies	80	13	7	80%	-3	+13	+11	+8
	My SES manager encourages innovation and creativity	77	12	11	77%	-3	+11	+11	+9
	My SES manager creates an environment that enables us to deliver our best	79	12	9	79%	+2	+15	+14	+11
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	86	12		86%	-1	+12	+10	+9

Other similar questions

All SES	Statement	Score Breakdown			% Positive	Variance from 2021	Variance from APS Overall	Variance from Specialist Agencies	Variance from Extra Small Sized Agencies
		Positive	Neutral	Negative					
	In my agency, the SES work as a team	69	24	7	69%	-4	+15	+17	+12
	In my agency, the SES clearly articulate the direction and priorities for our agency	88	9		88%	+6	+24	+26	+28
	In my agency, communication between SES and other employees is effective	77	12	11	77%	+1	+23	+25	+23

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	78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				+6 ⬆️	+10 ⬆️	+10 ⬆️	+10 ⬆️










Communication	My supervisor communicates effectively	86	14	86%	+11 ⬆️	+5 ⬆️	+5 ⬆️	+6 ⬆️
	My SES manager communicates effectively	84	11	84%	+5 ⬆️	+15 ⬆️	+14 ⬆️	+13 ⬆️
	Internal communication within my agency is effective	77	18	77%	-2	+20 ⬆️	+20 ⬆️	+20 ⬆️

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	81	14	81%	+16 ⬆️	+12 ⬆️	+10 ⬆️	+9 ⬆️
	Staff are consulted about change at work	60	35	60%	-5 ⬆️	+10 ⬆️	+10 ⬆️	+11 ⬆️
	Change is managed well in my agency	70	21	9	70%	+2	+26 ⬆️	+28 ⬆️

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 EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		74%	-8⬇️	-5⬇️	-9⬇️	-10⬇️
I have a choice in deciding how I do my work		79%	+9⬆️	+15⬆️	+3	+5⬆️
Where appropriate, I am able to take part in decisions that affect my job		82%	+20⬆️	+13⬆️	+7⬆️	+5⬆️
I am clear what my duties and responsibilities are		88%	+5⬆️	+7⬆️	+6⬆️	+9⬆️
I am satisfied with the recognition I receive for doing a good job		82%	+18⬆️	+15⬆️	+13⬆️	+12⬆️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		82%	+12⬆️	+22⬆️	+23⬆️	+16⬆️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		77%	+21⬆️	+1	-5⬇️	-1
I am satisfied with the stability and security of my job		91%	+6⬆️	+11⬆️	+14⬆️	+11⬆️
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		77%	+23⬆️	-1	-8⬇️	-5⬇️

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


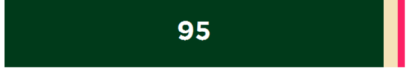



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative








WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS		61%	-5 ↓	-1	+6 ↑	+8 ↑
I understand how my role contributes to achieving an outcome for the Australian public		95%	+11 ↑	+2	+2	+3
I believe strongly in the purpose and objectives of the APS		88%	+5 ↑	+3	+4	+4

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
--	----------------	---	--------------------	---------------------------	-----------------------------------	--

What best describes your current workload?

Well above capacity - too much work		16%	-5 ↓	-7 ↓	-8 ↓	-10 ↓
Slightly above capacity - lots of work to do		58%	+9 ↑	+17 ↑	+18 ↑	+15 ↑
At capacity - about the right amount of work to do		19%	-8 ↓	-10 ↓	-10 ↓	-7 ↓
Slightly below capacity - available for more work		5%	+3	0	-1	+1
Well below capacity - not enough work		2%	+2	+1	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


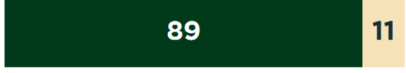



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative




INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	 86	86%	+6 ⬆️	+7 ⬆️	+7 ⬆️	+11 ⬆️
My supervisor actively ensures that everyone can be included in workplace activities	 89	89%	-	+6 ⬆️	+6 ⬆️	+6 ⬆️
I receive the respect I deserve from my colleagues at work	 91	91%	+22 ⬆️	+10 ⬆️	+10 ⬆️	+11 ⬆️

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
--	----------------	---	--------------------	---------------------------	-----------------------------------	--

Do you currently access any of the following flexible working arrangements?
[Multiple Response]

Part time		20%	-2	+5 ⬆️	+5 ⬆️	+3
Flexible hours of work		20%	0	-7 ⬆️	-15 ⬆️	-8 ⬆️
Compressed work week		0%	0	-3	-3	-2
Job sharing		0%	0	0	0	0
Working away from the office/working from home		55%	+42 ⬆️	+1	-12 ⬆️	-13 ⬆️
None of the above		21%	-39 ⬆️	-6 ⬆️	+3	+4

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		74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA 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	89	9	89%	+5 ↑	+8 ↑	+4	+4
	My immediate supervisor encourages me to come up with new or better ways of doing things	82	14	82%	+11 ↑	+9 ↑	+7 ↑	+5 ↑
	People are recognised for coming up with new and innovative ways of working	75	19	75%	+7 ↑	+16 ↑	+16 ↑	+19 ↑
	My agency inspires me to come up with new or better ways of doing things	72	23	72%	+5 ↑	+20 ↑	+17 ↑	+17 ↑
	My agency recognises and supports the notion that failure is a part of innovation	64	25	11	64%	+20 ↑	+25 ↑	+24 ↑

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		77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	74	23	74%	+3	+9 ↑	+6 ↑	+8 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	68	25	68%	0	+4	0	+6 ↑
	My agency does a good job of promoting health and wellbeing	77	19	77%	+14 ↑	+13 ↑	+10 ↑	+16 ↑
	I think my agency cares about my health and wellbeing	81	14	81%	+10 ↑	+19 ↑	+12 ↑	+11 ↑
	I believe my immediate supervisor cares about my health and wellbeing	93	7	93%	+13 ↑	+7 ↑	+5 ↑	+5 ↑

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 EXTRA SMALL SIZED AGENCIES
----------------	---	--------------------	---------------------------	-----------------------------------	--

How often do you find your work stressful?

Always		2%	+2	-3	-2	-3
Often		19%	0	-7 ↓	-5 ↓	-5 ↓
Sometimes		47%	-14 ↓	-3	-3	-2
Rarely		28%	+9 ↑	+10 ↑	+8 ↑	+8 ↑
Never		4%	+4	+2	+2	+2

To what extent is your work emotionally demanding?

To a very large extent		4%	+4	-4	-2	-2
To a large extent		14%	-4	-7 ↓	-4	-5 ↓
Somewhat		28%	-15 ↓	-11 ↓	-11 ↓	-10 ↓
To a small extent		44%	+14 ↑	+20 ↑	+18 ↑	+19 ↑
To a very small extent		11%	+1	+1	-1	-2

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 EXTRA SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		9%	+7	+1	+1	+1
Agree		9%	-13	-15	-14	-12
Neither agree nor disagree		32%	+10	0	+2	+2
Disagree		33%	-14	+4	+1	0
Strongly disagree		18%	+11	+11	+10	+9
In general, would you say that your health is:						
Excellent		7%	-6	-3	-4	-5
Very good		47%	+5	+13	+12	+8
Good		32%	+5	-6	-5	-2
Fair		11%	-3	-4	-3	-2
Poor		4%	-1	0	+1	+1

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 EXTRA SMALL SIZED AGENCIES
----------------	---	--------------------	---------------------------	-----------------------------------	--

In the last month, please rate your workgroup's overall performance

Excellent		54%	+16 	+27 	+25 	+24 
Very good		40%	-17 	-15 	-15 	-12 
Average		4%	+1	-11 	-10 	-11 
Below average		2%	+2	0	0	0
Well below average		0%	-2	-1	-1	0

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

Excellent		30%	-1	+13 	+12 	+9 
Very good		63%	+1	+8 	+8 	+14 
Average		5%	+1	-18 	-16 	-19 
Below average		2%	+2	-2	-2	-2
Well below average		0%	-2	-2	-2	-1

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 EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		91%	+4	+11 	+9 	+6 
My workgroup has the tools and resources we need to perform well		81%	-3	+19 	+21 	+19 
The people in my workgroup use time and resources efficiently		81%	-1	+3	+2	+2
My workgroup can readily adapt to new priorities and tasks		91%	+4	+6 	+6 	+5 
The people in my workgroup cooperate to get the job done		91%	+6 	+3	+1	0

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 EXTRA 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		5%	-12 ↓	-4	-3	-4
I want to leave my position within the next 12 months		25%	-3	+2	+3	0
I want to stay working in my position for the next one to two years		43%	-6 ↓	+6 ↑	+3	+1
I want to stay working in my position for at least the next three years		27%	+20 ↑	-4	-3	+4

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

I am planning to retire		12%	+7 ↑	+6 ↑	+7 ↑	+7 ↑
I am pursuing another position within my agency		12%	-7 ↓	-29 ↓	-14 ↓	+1
I am pursuing a position in another agency		65%	+3	+40 ↑	+32 ↑	+13 ↑
I am pursuing work outside the APS		0%	0	-13 ↓	-18 ↓	-17 ↓
It is the end of my non-ongoing, casual or contracted employment		6%	-4	+2	-1	+1
Other		6%	+1	-7 ↓	-6 ↓	-5 ↓

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 EXTRA 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	23%	-	-	-	-
Other	23%	-	-	-	-
I am looking to further my skills in another area	15%	-	-	-	-
There is a lack of future career opportunities in my agency	8%	-	-	-	-
I am not satisfied with the work	8%	-	-	-	-

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 EXTRA 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%	-4	-5	-3	-2
No		95%	+4	+5	+3	+2
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

%

VARIANCE FROM 2021

VARIANCE FROM APS OVERALL

VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM EXTRA SMALL SIZED AGENCIES

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

Yes		7%	-6	-3	-1	-1
No		86%	+4	+1	-1	-1
Not sure		7%	+3	+2	+2	+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 EXTRA 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		5%	-6 ↓	+2	+2	0
No		86%	+8 ↑	-5 ↓	-5 ↓	0
Not sure		4%	-5 ↓	0	0	-1
Would prefer not to answer		5%	+3	+3	+3	+1

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 EXTRA SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male		30%	+3	-8	-10	-1
Woman or female		67%	+2	+8	+11	+2
Non-binary		0%	0	0	-1	-1
I use a different term		0%	0	0	0	0
Prefer not to say		4%	-5	0	0	0
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		0%	0	-4	-2	-1
No		100%	0	+4	+2	+1
Do you have an ongoing disability?						
Yes		5%	-3	-4	-3	-2
No		95%	+3	+4	+3	+2

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 EXTRA SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		48%	0	+7	+8	+8
No		52%	0	-7	-8	-8
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		7%	+3	-1	-2	-4
No		93%	-3	+1	+2	+4
In which country were you born?						
Australia		84%	+1	+8	+8	+5
Other country		16%	-1	-8	-8	-5
Do you speak a language other than English at home?						
No, English only		89%	0	+9	+8	+5
Yes, other		11%	0	-9	-8	-5

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.

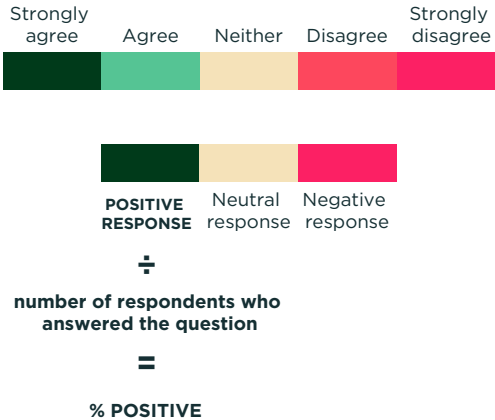
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



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.