



Highlights Report WGEA



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RESPONSES:
30 of 33

RESPONSE RATE:
91%

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		82	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	67	17	17	67%	0	-8↓	-10↓	-8↓
	I am proud to work in my agency	79	17		79%	-2	+4	-4	0
	I would recommend my agency as a good place to work	66	24	10	66%	+4	-4	-8↓	-1
	I believe strongly in the purpose and objectives of my agency	97			97%	+1	+13↑	+7↑	+7↑
STAY	I feel a strong personal attachment to my agency	72	24		72%	-4	+12↑	+5↑	+12↑
	I feel committed to my agency's goals	90	10		90%	-10↓	+7↑	+3	+4
STRIVE	I suggest ideas to improve our way of doing things	100			100%	+14↑	+13↑	+10↑	+8↑
	I am happy to go the 'extra mile' at work when required	97			97%	+1	+6↑	+5↑	+3
	I work beyond what is required in my job to help my agency achieve its objectives	97			97%	-3	+15↑	+14↑	+14↑
	My agency really inspires me to do my best work every day	66	24	10	66%	-6↓	+8↑	+4	+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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77	10 13	77%	+5 ⬆️	-3	-2	-1
	My supervisor can deliver difficult advice whilst maintaining relationships	80	13	80%	+18 ⬆️	+1	+2	+2
	My supervisor invites a range of views, including those different to their own	73	17 10	73%	-12 ⬇️	-8 ⬇️	-10 ⬇️	-11 ⬇️
	My supervisor encourages my team to regularly review and improve our work	77	17	77%	+10 ⬆️	-5 ⬇️	-3	-6 ⬇️
	My supervisor is invested in my development	63	20 17	63%	-3	-13 ⬇️	-12 ⬇️	-12 ⬇️
	My supervisor ensures that my workgroup delivers on what we are responsible for	87		87%	+15 ⬆️	0	0	0
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	63	17 20	63%	+6 ⬆️	-14 ⬇️	-13 ⬇️	-14 ⬇️
	My supervisor actively ensures that everyone can be included in workplace activities	77	13 10	77%	-	-7 ⬇️	-7 ⬇️	-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	77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					+2	+8 ↑	+7 ↑	+6 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	80	13	80%	+15 ↑	+11 ↑	+11 ↑	+13 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	77	20	77%	+2	+15 ↑	+12 ↑	+7 ↑
	My SES manager promotes cooperation within and between agencies	77	20	77%	+12 ↑	+10 ↑	+7 ↑	+4
	My SES manager encourages innovation and creativity	80	13	80%	+15 ↑	+14 ↑	+14 ↑	+11 ↑
	My SES manager creates an environment that enables us to deliver our best	73	17	73%	+3	+9 ↑	+8 ↑	+5 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	80	17	80%	+5 ↑	+6 ↑	+4	+3

Other similar questions

All SES	In my agency, the SES work as a team	46	39	14	46%	+8 ↑	-7 ↓	-5 ↓	-10 ↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	68	21	11	68%	+20 ↑	+5 ↑	+6 ↑	+8 ↑
	In my agency, communication between SES and other employees is effective	50	43	7	50%	+2	-4	-2	-4

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 EXTRA SMALL SIZED AGENCIES
					+7	+4	+4	+4























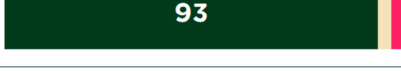













Communication	My supervisor communicates effectively	80	10 10	80%	+23	-1	-1	0
	My SES manager communicates effectively	77	20	77%	+15	+7	+6	+6
	Internal communication within my agency is effective	66	17 17	66%	+23	+8	+9	+8

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	67	13 20	67%	0	-2	-4	-6
	Staff are consulted about change at work	59	28 14	59%	+21	+9	+9	+10
	Change is managed well in my agency	38	38 24	38%	+9	-7	-5	-3

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		87%	+1	+8 	+4	+3
I have a choice in deciding how I do my work		72%	+6 	+9 	-3	-2
Where appropriate, I am able to take part in decisions that affect my job		80%	-6 	+10 	+5 	+3
I am clear what my duties and responsibilities are		69%	+7 	-11 	-13 	-9 
I am satisfied with the recognition I receive for doing a good job		63%	-3	-4	-7 	-8 
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		53%	-18 	-7 	-6 	-13 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		93%	+8 	+17 	+12 	+15 
I am satisfied with the stability and security of my job		67%	+10 	-14 	-11 	-14 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		93%	-2	+15 	+9 	+12 

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	79	79%	+3	+17 ⬆️	+24 ⬆️	+26 ⬆️
I understand how my role contributes to achieving an outcome for the Australian public	97	97%	-3	+4	+3	+5 ⬆️
I believe strongly in the purpose and objectives of the APS	100	100%	+5 ⬆️	+15 ⬆️	+16 ⬆️	+17 ⬆️

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

Well above capacity - too much work		41%	-1	+18 ⬆️	+18 ⬆️	+16 ⬆️
Slightly above capacity - lots of work to do		45%	-3	+4	+5 ⬆️	+2
At capacity - about the right amount of work to do		14%	+4	-16 ⬆️	-16 ⬆️	-13 ⬆️
Slightly below capacity - available for more work		0%	0	-6 ⬆️	-6 ⬆️	-4
Well below capacity - not enough work		0%	0	-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		76%	0	-3	-3	+1
My supervisor actively ensures that everyone can be included in workplace activities		77%	-	-7 ↓	-7 ↓	-7 ↓
I receive the respect I deserve from my colleagues at work		66%	-15 ↓	-16 ↓	-16 ↓	-15 ↓

	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		30%	+1	+16 ↑	+15 ↑	+14 ↑
Flexible hours of work		63%	+1	+37 ↑	+29 ↑	+36 ↑
Compressed work week		27%	+12 ↑	+24 ↑	+24 ↑	+24 ↑
Job sharing		3%	-1	+3	+3	+3
Working away from the office/working from home		80%	+18 ↑	+25 ↑	+13 ↑	+12 ↑
None of the above		0%	-10 ↓	-27 ↓	-18 ↓	-17 ↓

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 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	86	11	86%	-5 ↓	+4	+1	0
	My immediate supervisor encourages me to come up with new or better ways of doing things	75	18	75%	+8 ↑	+2	-1	-3
	People are recognised for coming up with new and innovative ways of working	57	25	57%	-10 ↓	-3	-2	0
	My agency inspires me to come up with new or better ways of doing things	64	25	64%	+17 ↑	+12 ↑	+9 ↑	+9 ↑
	My agency recognises and supports the notion that failure is a part of innovation	46	25	46%	+4	+7 ↑	+6 ↑	+8 ↑

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		75	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	72	14	14	72%	-4	+8 ↑	+5 ↑	+7 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	76		17	76%	-10 ↓	+12 ↑	+8 ↑	+13 ↑
	My agency does a good job of promoting health and wellbeing	76		17	76%	-10 ↓	+12 ↑	+9 ↑	+14 ↑
	I think my agency cares about my health and wellbeing	66	21	14	66%	-20 ↓	+4	-4	-4
	I believe my immediate supervisor cares about my health and wellbeing	79		17	79%	+3	-6 ↓	-8 ↓	-9 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





Positive Neutral Negative








WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		7%	-3	+2	+3	+3
Often		34%	-8 ↓	+9 ↑	+11 ↑	+10 ↑
Sometimes		45%	+2	-5 ↓	-6 ↓	-4
Rarely		14%	+9 ↑	-4	-6 ↓	-7 ↓
Never		0%	0	-2	-2	-2

To what extent is your work emotionally demanding?

To a very large extent		3%	-11 ↓	-4	-2	-2
To a large extent		34%	-4	+14 ↑	+16 ↑	+15 ↑
Somewhat		34%	-8 ↓	-5 ↓	-4	-3
To a small extent		14%	+9 ↑	-10 ↓	-12 ↓	-11 ↓
To a very small extent		14%	+14 ↑	+5 ↑	+2	+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		7%	-7 ↓	-1	-1	-1
Agree		31%	-7 ↓	+7 ↑	+8 ↑	+11 ↑
Neither agree nor disagree		24%	+5 ↑	-7 ↓	-5 ↓	-6 ↓
Disagree		34%	+6 ↑	+5 ↑	+2	+1
Strongly disagree		3%	+3	-3	-4	-5 ↓
In general, would you say that your health is:						
Excellent		14%	+4	+4	+3	+2
Very good		28%	-25 ↓	-7 ↓	-8 ↓	-12 ↓
Good		38%	+19 ↑	0	+1	+4
Fair		21%	+2	+6 ↑	+7 ↑	+8 ↑
Poor		0%	0	-3	-3	-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 EXTRA SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		48%	+24 	+21 	+19 	+17 
Very good		38%	-19 	-17 	-17 	-14 
Average		10%	-9 	-4	-3	-4
Below average		3%	+3	+2	+1	+2
Well below average		0%	0	-1	-1	0

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

Excellent		28%	+28 	+11 	+10 	+7 
Very good		45%	-12 	-10 	-10 	-4
Average		21%	-3	-3	-1	-4
Below average		7%	-12 	+3	+3	+3
Well below average		0%	0	-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		67%	-19 ↓	-13 ↓	-16 ↓	-18 ↓
My workgroup has the tools and resources we need to perform well		53%	+1	-8 ↓	-6 ↓	-8 ↓
The people in my workgroup use time and resources efficiently		67%	0	-11 ↓	-12 ↓	-12 ↓
My workgroup can readily adapt to new priorities and tasks		73%	-12 ↓	-12 ↓	-11 ↓	-13 ↓
The people in my workgroup cooperate to get the job done		80%	-1	-9 ↓	-10 ↓	-11 ↓

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
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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		7%	-12 ↓	-2	-1	-2
I want to leave my position within the next 12 months		26%	+16 ↑	+3	+4	0
I want to stay working in my position for the next one to two years		48%	-4	+11 ↑	+9 ↑	+6 ↑
I want to stay working in my position for at least the next three years		19%	-1	-12 ↓	-12 ↓	-4

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

I am planning to retire	The data for this question has been hidden for anonymity reasons.
I am pursuing another position within my agency	The data for this question has been hidden for anonymity reasons.
I am pursuing a position in another agency	The data for this question has been hidden for anonymity reasons.
I am pursuing work outside the APS	The data for this question has been hidden for anonymity reasons.
It is the end of my non-ongoing, casual or contracted employment	The data for this question has been hidden for anonymity reasons.
Other	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 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		17%	+12	+7	+9	+10
No		83%	-12	-7	-9	-10
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 EXTRA SMALL SIZED AGENCIES
Yes		14%	-10 ↓	+4	+6 ↑	+6 ↑
No		76%	+9 ↑	-9 ↓	-11 ↓	-11 ↓
Not sure		10%	+1	+5 ↑	+5 ↑	+5 ↑

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		7%	+7	+4	+4	+1
No		83%	-8	-8	-8	-3
Not sure		10%	+1	+7	+7	+6
Would prefer not to answer		0%	0	-2	-2	-4

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		13%	-15 ↓	-24 ↓	-27 ↓	-17 ↓
Woman or female		77%	+10 ↑	+18 ↑	+21 ↑	+12 ↑
Non-binary		3%	+3	+3	+3	+2
I use a different term		0%	0	0	0	0
Prefer not to say		7%	+2	+4	+3	+3
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		3%	+3	0	+1	+2
No		97%	-3	0	-1	-2
Do you have an ongoing disability?						
Yes		24%	+15 ↑	+14 ↑	+16 ↑	+17 ↑
No		76%	-15 ↓	-14 ↓	-16 ↓	-17 ↓

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		33%	-5 ↓	-8 ↓	-7 ↓	-6 ↓
No		67%	+5 ↑	+8 ↑	+7 ↑	+6 ↑
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		13%	-10 ↓	+5 ↑	+4	+2
No		87%	+10 ↑	-5 ↓	-4	-2
In which country were you born?						
Australia		70%	-1	-7 ↓	-6 ↓	-9 ↓
Other country		30%	+1	+7 ↑	+6 ↑	+9 ↑
Do you speak a language other than English at home?						
No, English only		80%	-10 ↓	0	-1	-5 ↓
Yes, other		20%	+10 ↑	0	+1	+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.

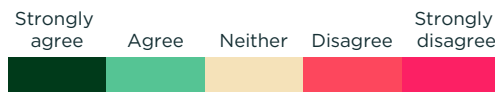
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



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

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.