

Highlights Report

ACSQHC

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RESPONSES:
90 of 125
RESPONSE RATE:
72%



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 SCORES AREN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR AN AGENCY. IT IS A MEASURE OF THE EMOTIONAL CONNECTION AND COMMITMENT EMPLOYEES HAVE TO WORKING FOR THE AGENCY.

YOUR EMPLOYEE ENGAGEMENT SCORE 75%		RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
						-1	+2	0	+1
SAY	Overall, I am satisfied with my job	70	16	15	70%	-10 ↓	-4	-6 ↓	-3
	I am proud to work in my agency	82	15		82%	-3	+6 ↑	-2	+2
	I would recommend my agency as a good place to work	69	21	10	69%	-7 ↓	+1	-3	+4
	I believe strongly in the purpose and objectives of my agency	89	9		89%	+1	+6 ↑	+1	+1
STAY	I feel a strong personal attachment to my agency	66	20	15	66%	-1	+1	-6 ↓	-1
	I feel committed to my agency's goals	82	15		82%	-1	0	-3	-3
STRIVE	I suggest ideas to improve our way of doing things	90			90%	+7 ↑	+5 ↑	+3	+1
	I am happy to go the 'extra mile' at work when required	92			92%	+2	+1	0	0
	I work beyond what is required in my job to help my agency achieve its objectives	83	13		83%	0	0	-1	-1
	My agency really inspires me to do my best work every day	58	30	13	58%	-10 ↓	+2	-1	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SUPERVISOR	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	65	19	16	65%	-14 ↓	-14 ↓	-14 ↓	-11 ↓
My supervisor can deliver difficult advice whilst maintaining relationships	67	15	18	67%	-6 ↓	-11 ↓	-11 ↓	-9 ↓
My supervisor invites a range of views, including those different to their own	72	13	16	72%	-	-8 ↓	-9 ↓	-8 ↓
My supervisor encourages my team to regularly review and improve our work	80		16	80%	+2	0	+1	+1
My supervisor is invested in my development	61	17	22	61%	-7 ↓	-13 ↓	-12 ↓	-12 ↓
My immediate supervisor encourages me	66	18	16	66%	-8 ↓	-10 ↓	-11 ↓	-10 ↓
My supervisor ensures that my workgroup delivers on what we are responsible for	80	15		80%	-8 ↓	-7 ↓	-7 ↓	-4
My supervisor provides me with helpful feedback to improve my performance	61	21	18	61%	-	-13 ↓	-12 ↓	-10 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	65	14	21	65%	-6 ↓	-2	-1	0
My SES manager presents convincing arguments and persuades others towards an outcome	62	26	13	62%	-	+1	0	-4
My SES manager promotes cooperation within and between agencies	67	26		67%	-7 ↓	+1	+1	-4
My SES manager encourages innovation and creativity	53	25	22	53%	-	-11 ↓	-10 ↓	-13 ↓
My SES manager creates an environment that enables us to deliver our best	55	24	21	55%	-	-7 ↓	-7 ↓	-8 ↓
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	79	15		79%	+1	+6 ↑	+4	+1
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
In my agency, the SES work as a team	55	27	18	55%	-7 ↓	+2	+2	-3
In my agency, the SES clearly articulate the direction and priorities for our agency	63	22	16	63%	-6 ↓	+3	+4	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor communicates effectively	<div style="display: flex; justify-content: space-between; width: 100px;"><div style="width: 68%; background-color: #1a522d; color: white; text-align: center;">68</div><div style="width: 14%; background-color: #f0e68c; text-align: center;">14</div><div style="width: 18%; background-color: #e91e63; text-align: center;">18</div></div>	68%	-15 ↓	-14 ↓	-14 ↓	-11 ↓
My SES manager communicates effectively	<div style="display: flex; justify-content: space-between; width: 100px;"><div style="width: 62%; background-color: #1a522d; color: white; text-align: center;">62</div><div style="width: 17%; background-color: #f0e68c; text-align: center;">17</div><div style="width: 21%; background-color: #e91e63; text-align: center;">21</div></div>	62%	-11 ↓	-8 ↓	-8 ↓	-6 ↓
In my agency, communication between SES and other employees is effective	<div style="display: flex; justify-content: space-between; width: 100px;"><div style="width: 52%; background-color: #1a522d; color: white; text-align: center;">52</div><div style="width: 23%; background-color: #f0e68c; text-align: center;">23</div><div style="width: 24%; background-color: #e91e63; text-align: center;">24</div></div>	52%	-12 ↓	+1	+4	0
Internal communication within my agency is effective	<div style="display: flex; justify-content: space-between; width: 100px;"><div style="width: 63%; background-color: #1a522d; color: white; text-align: center;">63</div><div style="width: 14%; background-color: #f0e68c; text-align: center;">14</div><div style="width: 24%; background-color: #e91e63; text-align: center;">24</div></div>	63%	-3	+5 ↑	+4	+6 ↑
When changes occur, the impacts are communicated well within my workgroup	<div style="display: flex; justify-content: space-between; width: 100px;"><div style="width: 63%; background-color: #1a522d; color: white; text-align: center;">63</div><div style="width: 16%; background-color: #f0e68c; text-align: center;">16</div><div style="width: 21%; background-color: #e91e63; text-align: center;">21</div></div>	63%	-14 ↓	-3	-5 ↓	-2
Staff are consulted about change at work	<div style="display: flex; justify-content: space-between; width: 100px;"><div style="width: 38%; background-color: #1a522d; color: white; text-align: center;">38</div><div style="width: 32%; background-color: #f0e68c; text-align: center;">32</div><div style="width: 30%; background-color: #e91e63; text-align: center;">30</div></div>	38%	-17 ↓	-7 ↓	-7 ↓	-8 ↓
Change is managed well in my agency	<div style="display: flex; justify-content: space-between; width: 100px;"><div style="width: 38%; background-color: #1a522d; color: white; text-align: center;">38</div><div style="width: 30%; background-color: #f0e68c; text-align: center;">30</div><div style="width: 33%; background-color: #e91e63; text-align: center;">33</div></div>	38%	-20 ↓	-5 ↓	-4	-4

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		84%	-2	0	-4	-3
I have a choice in deciding how I do my work		69%	-4	+8 	-4	-4
Where appropriate, I am able to take part in decisions that affect my job		65%	-	-2	-7 	-7 
I am clear what my duties and responsibilities are		80%	-2	+1	+1	+6 
I am satisfied with the recognition I receive for doing a good job		63%	-7 	-4	-6 	-5 
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		70%	+3	+5 	+7 	+1
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		53%	-26 	-24 	-27 	-23 
I am satisfied with the stability and security of my job		61%	-14 	-19 	-16 	-13 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		52%	-	-24 	-29 	-24 

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> 57 33 10 </div>	57%	+2	-6	0	+4
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100%;"> 86 8 6 </div>	86%	-1	-4	-5	-2
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> 84 14 2 </div>	84%	0	+2	+4	+2

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM 2020	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		23%	+1	-2	-3	-4
Slightly above capacity – lots of work to do		56%	+1	+15	+13	+14
At capacity – about the right amount of work to do		19%	-5	-9	-7	-6
Slightly below capacity – available for more work		1%	+1	-4	-4	-4
Well below capacity – not enough work		1%	+1	0	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	71	18	10	71%	-7↓	-8↓	-10↓	-4
My supervisor actively supports people from diverse backgrounds	68	24	8	68%	-	-12↓	-12↓	-8↓
I receive the respect I deserve from my colleagues at work	73	19	8	73%	-1	-8↓	-7↓	-6↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

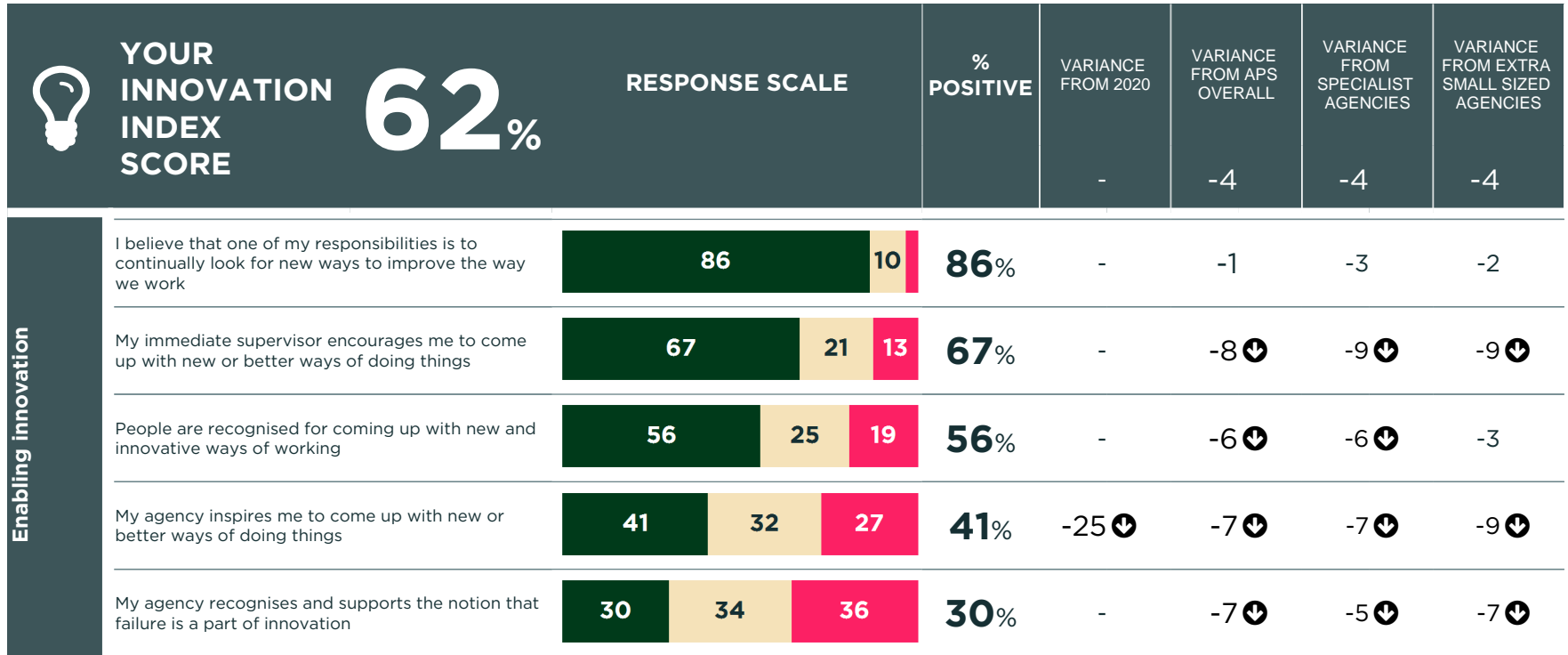


ENABLING INNOVATION



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.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

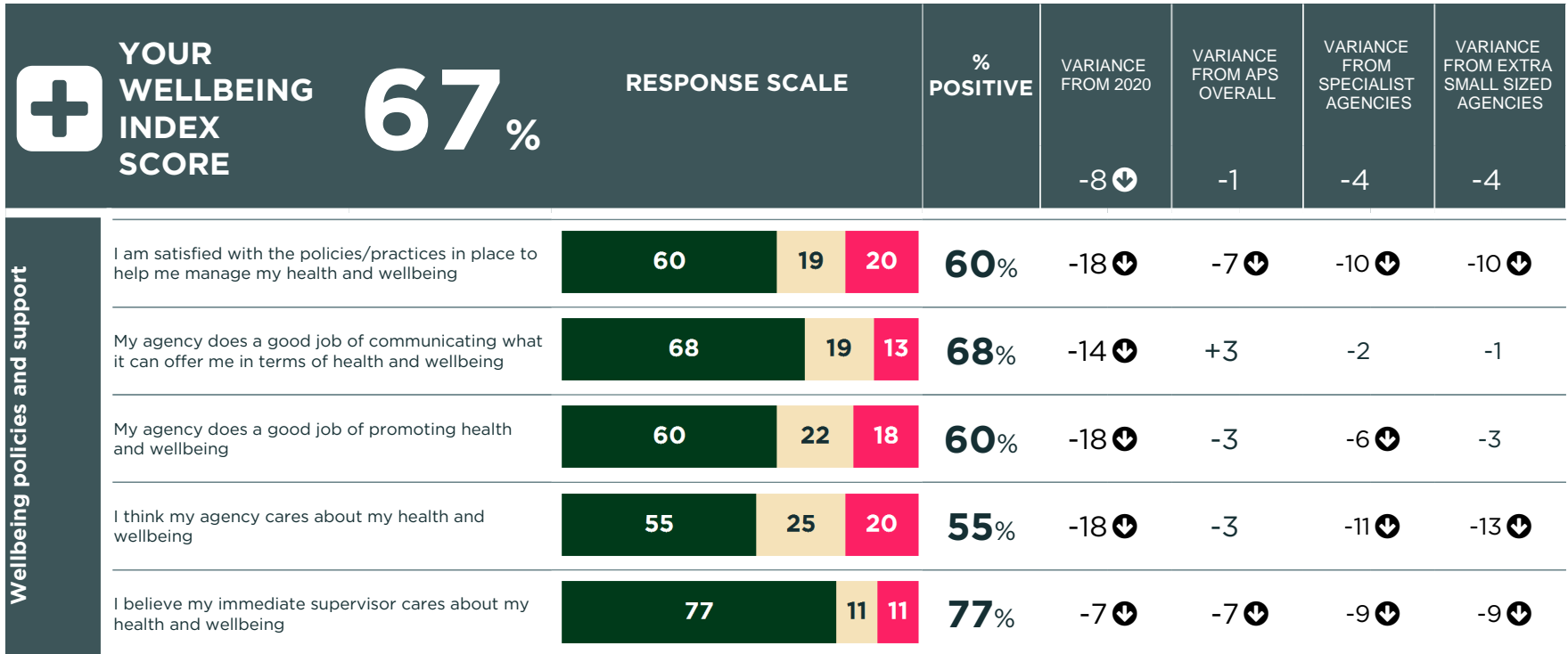


WELLBEING POLICIES AND SUPPORT



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



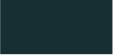

Positive Neutral Negative















WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	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		9%	-	+3	+5 	+4
Often		28%	-	0	+2	0
Sometimes		43%	-	-5 	-7 	-4
Rarely		18%	-	+2	+1	0
Never		1%	-	-1	-1	-1

To what extent is your work emotionally demanding?

To a very large extent		8%	+2	0	+2	+2
To a large extent		22%	+5 	-1	+2	+1
Somewhat		34%	-3	-5 	-6 	-6 
To a small extent		26%	+6 	+5 	+2	+4
To a very small extent		9%	-10 	+2	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		10%	+1	+1	+2	+3
Agree		23%	-4	-2	0	-2
Neither agree nor disagree		27%	-5 ↓	-4	-3	-2
Disagree		28%	+11 ↑	0	-2	-1
Strongly disagree		12%	-2	+5 ↑	+4	+2
In general, would you say that your health is:						
Excellent		18%	-	+6 ↑	+5 ↑	+5 ↑
Very good		35%	-	0	-1	-2
Good		25%	-	-10 ↓	-9 ↓	-8 ↓
Fair		18%	-	+4	+5 ↑	+5 ↑
Poor		3%	-	0	0	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

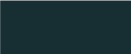







AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR










PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2020	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		33%	-	+6 	+4	+6 
Very good		53%	-	-2	-2	-5 
Average		13%	-	-3	-1	-1
Below average		0%	-	-2	-2	-1
Well below average		1%	-	0	+1	0

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

Excellent		31%	-	+15 	+14 	+12 
Very good		55%	-	-1	-2	-1
Average		13%	-	-11 	-8 	-7 
Below average		0%	-	-3	-3	-4
Well below average		1%	-	0	0	0

KEY












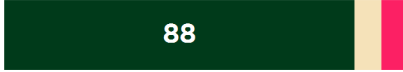


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	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		89%	-4	+8 	+5 	+1
My workgroup has the tools and resources we need to perform well		76%	-5 	+13 	+14 	+15 
The people in my workgroup use time and resources efficiently		82%	0	+5 	+2	+2
My workgroup can readily adapt to new priorities and tasks		85%	+1	-1	-1	-1
The people in my workgroup cooperate to get the job done		88%	-2	0	-1	-1

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 2020	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		11%	-	+2	+3	+1
I want to leave my position within the next 12 months		20%	-	-3	-1	-3
I want to stay working in my position for the next one to two years		49%	-	+13	+10	+4
I want to stay working in my position for at least the next three years		20%	-	-12	-12	-2
What best describes your plans involved with leaving your current position?						
I am planning to retire		8%	-	+2	+2	+4
I am pursuing another position within my agency		15%	-	-26	-13	+4
I am pursuing a position in another agency		31%	-	+6	-2	-13
I am pursuing work outside the APS		4%	-	-7	-11	-17
It is the end of my non-ongoing, casual or contracted employment		23%	-	+20	+17	+15
Other		19%	-	+7	+7	+8

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



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

ONLY THE THREE 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 2020	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? (3 highest responses):						
There is a lack of future career opportunities in my agency		15%	-	-	-	-
I am not satisfied with the work		15%	-	-	-	-
Other		15%	-	-	-	-

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 2020	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		3%	-8 ↓	-8 ↓	-6 ↓	-4
No		97%	+8 ↑	+8 ↑	+6 ↑	+4
Did this discrimination occur in your current agency?						
Yes		100%	+11 ↑	+6 ↑	+8 ↑	+13 ↑
No		0%	0	-6 ↓	-8 ↓	-13 ↓

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 TYPES OF HARASSMENT OR BULLYING 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 2020

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		11%	0	-1	+2	0
No		75%	-7 ↓	-7 ↓	-10 ↓	-7 ↓
Not sure		14%	+7 ↑	+8 ↑	+8 ↑	+7 ↑

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		22%	-	-11 ↓	-8 ↓	-9 ↓
It was reported by someone else		11%	-	+4	+5 ↑	+5 ↑
I did not report the behaviour		67%	-	+8 ↑	+3	+4

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 2020	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		2%	-2	-2	-1	-3
No		91%	-2	+1	+1	+5
Not sure		5%	+3	0	0	-2
Would prefer not to answer		2%	0	0	0	0
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		0%	-	-20	-14	-16
It was reported by someone else		0%	-	-15	-9	-16
I did not report the behaviour		100%	-	+35	+23	+33

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male		18%	-1	-19 ↓	-24 ↓	-12 ↓
Woman or female		78%	+6 ↑	+19 ↑	+24 ↑	+13 ↑
Non-binary		0%	-	0	-1	0
I use a different term		0%	-	0	0	-
Prefer not to say		4%	-5 ↓	+1	+1	0
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		0%	0	-4	-2	-2
No		100%	+1	+4	+2	+2
Do you have an ongoing disability?						
Yes		6%	+5 ↑	-4	-1	-1
No		94%	-5 ↓	+4	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		51%	-1	+11	+11	+12
No		49%	+1	-11	-11	-12
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		10%	+3	+3	+2	+1
No		90%	-3	-3	-2	-1
In which country were you born?						
Australia		73%	-	-4	-3	-5
Other country		27%	-	+4	+3	+5
Do you speak a language other than English at home?						
No, English only		79%	-	-2	-3	-6
Yes, other		21%	-	+2	+3	+6

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

AGENCY POSITION



AGENCY POSITION

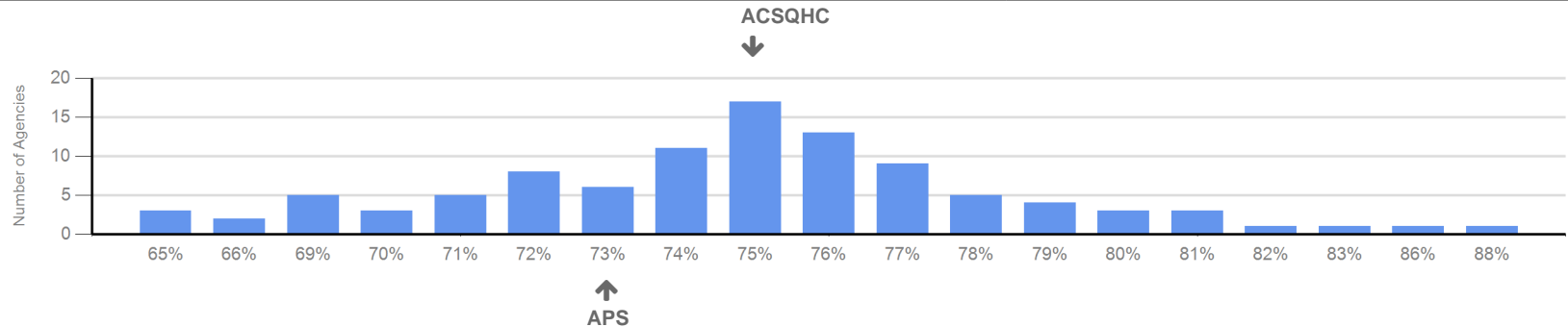
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, WELLBEING AND INNOVATION INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE OVERALL APS INDEX SCORE AND THE SCORES OF OTHER AGENCIES.

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.

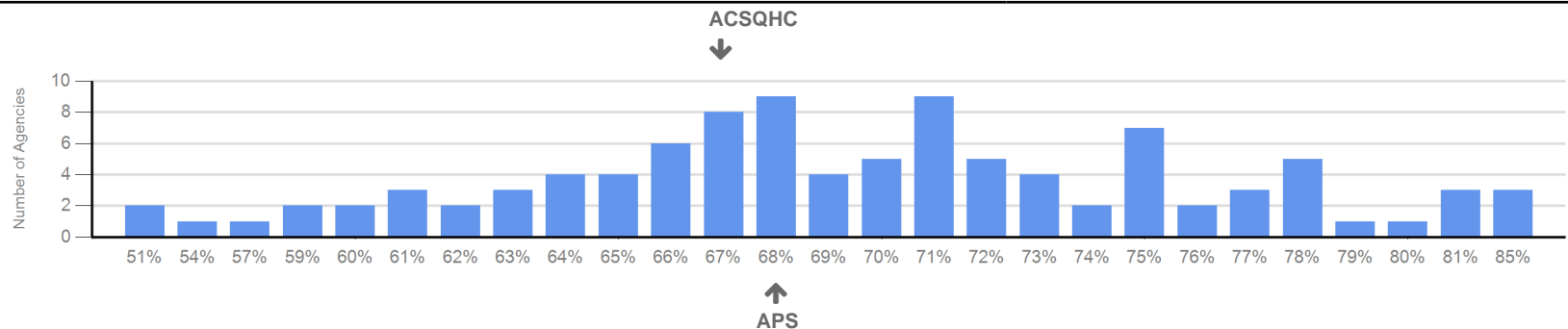
Engagement

Ranking : 47th of 101



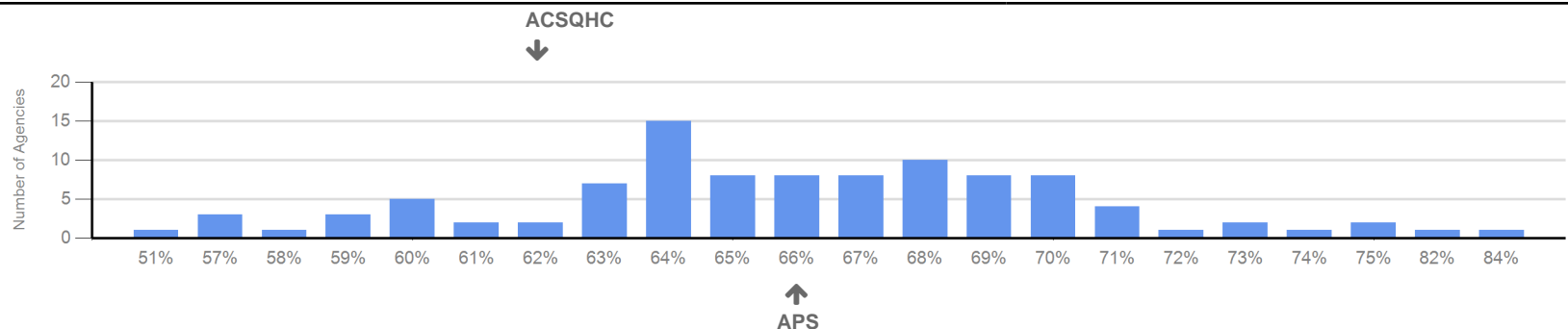
Wellbeing

Ranking : 71st of 101



Innovation

Ranking : 86th of 101



SUGGESTED QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
.1	I am satisfied with the recognition I receive for doing a good job			63%	-7	-4	-6	-5
.2	My SES manager promotes cooperation within and between agencies			67%	-7	+1	+1	-4
.3	My supervisor ensures that my workgroup delivers on what we are responsible for			80%	-8	-7	-7	-4
.4	Where appropriate, I am able to take part in decisions that affect my job			65%	-	-2	-7	-7
.5	My supervisor engages with staff on how to respond to future challenges			65%	-14	-14	-14	-11
.6	My SES manager presents convincing arguments and persuades others towards an outcome			62%	-	+1	0	-4

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.

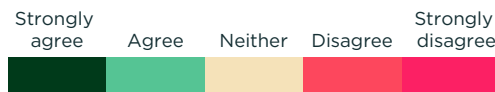
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



$$\begin{array}{c} \div \\ \text{number of respondents who} \\ \text{answered the question} \\ = \\ \% \text{ POSITIVE} \end{array}$$

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.