



Highlights Report OAIC



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RESPONSES:
88 of 122

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 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		70			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	63	20	17	63%	-7 ↓	-11 ↓	-12 ↓	-11 ↓	
	I am proud to work in my agency	64	24	13	64%	-12 ↓	-12 ↓	-16 ↓	-14 ↓	
	I would recommend my agency as a good place to work	61	16	22	61%	+2	-8 ↓	-12 ↓	-6 ↓	
	I believe strongly in the purpose and objectives of my agency	87		11	87%	-4	+3	-2	0	
STAY	I feel a strong personal attachment to my agency	54	32	14	54%	-16 ↓	-7 ↓	-9 ↓	-8 ↓	
	I feel committed to my agency's goals	81		18	81%	-11 ↓	-2	-5 ↓	-3	
STRIVE	I suggest ideas to improve our way of doing things	84		14	84%	-6 ↓	-3	-4	-6 ↓	
	I am happy to go the 'extra mile' at work when required	87			87%	-10 ↓	-4	-4	-4	
	I work beyond what is required in my job to help my agency achieve its objectives	81		15	81%	-9 ↓	0	0	-1	
	My agency really inspires me to do my best work every day	55	24	21	55%	-3	-2	-6 ↓	-2	

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		72	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	73	15 12	73%	-2	-6 ↓	-6 ↓	-3
	My supervisor can deliver difficult advice whilst maintaining relationships	74	13 13	74%	-1	-4	-4	-1
	My supervisor invites a range of views, including those different to their own	78	10 12	78%	-1	-4	-6 ↓	-2
	My supervisor encourages my team to regularly review and improve our work	72	19 9	72%	-5 ↓	-9 ↓	-10 ↓	-5 ↓
	My supervisor is invested in my development	67	14 19	67%	+2	-8 ↓	-9 ↓	-6 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	81	11 8	81%	+3	-6 ↓	-6 ↓	-3
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	62	20 19	62%	-2	-16 ↓	-15 ↓	-12 ↓
	My supervisor actively ensures that everyone can be included in workplace activities	83	8 9	83%	-	-1	-2	+1
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	65	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					0	-4	-5 ↓	-2

SES Manager	Statement	Score			% Positive	Variance from 2021	Variance from APS Overall	Variance from Regulatory Agencies	Variance from Small Sized Agencies
		65	14	18					
	My SES manager clearly articulates the direction and priorities for our area	68	14	18	68%	+7 ↑	-1	-3	+4
	My SES manager presents convincing arguments and persuades others towards an outcome	65	21	13	65%	+7 ↑	+3	-1	+3
	My SES manager promotes cooperation within and between agencies	65	23	12	65%	+10 ↑	-1	-4	-1
	My SES manager encourages innovation and creativity	58	22	20	58%	+2	-8 ↓	-10 ↓	-6 ↓
	My SES manager creates an environment that enables us to deliver our best	59	20	21	59%	-1	-6 ↓	-7 ↓	-2
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	73	14	13	73%	+3	-1	-5 ↓	+1

Other similar questions

All SES	Statement	Score			% Positive	Variance from 2021	Variance from APS Overall	Variance from Regulatory Agencies	Variance from Small Sized Agencies
		65	25	10					
	In my agency, the SES work as a team	65	25	10	65%	+4	+11 ↑	+13 ↑	+15 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	68	20	12	68%	+2	+5 ↑	+3	+10 ↑
	In my agency, communication between SES and other employees is effective	64	21	14	64%	+15 ↑	+11 ↑	+10 ↑	+15 ↑

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 67		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				-1	-2	-3	+1




























Communication	My supervisor communicates effectively	76	9	15	76%	-6 ↓	-5 ↓	-6 ↓	-2
	My SES manager communicates effectively	68	14	18	68%	-5 ↓	-1	-3	+2
	Internal communication within my agency is effective	64	15	21	64%	+3	+6 ↑	+3	+11 ↑

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	65	15	20	65%	+2	-4	-6 ↓	-3
	Staff are consulted about change at work	64	20	15	64%	+26 ↑	+15 ↑	+13 ↑	+18 ↑
	Change is managed well in my agency	51	24	25	51%	+14 ↑	+7 ↑	+5 ↑	+13 ↑

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

WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		80%	-3	+1	-2	-1
I have a choice in deciding how I do my work		71%	+9 	+8 	+1	-1
Where appropriate, I am able to take part in decisions that affect my job		68%	+6 	-2	-5 	-4
I am clear what my duties and responsibilities are		73%	-4	-8 	-9 	-6 
I am satisfied with the recognition I receive for doing a good job		62%	0	-5 	-7 	-5 
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		46%	+1	-15 	-16 	-16 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		76%	+6 	0	-6 	-4
I am satisfied with the stability and security of my job		82%	+3	+1	-1	+7 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		85%	+12 	+7 	+1	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



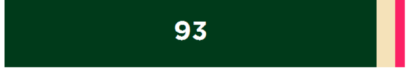




AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative













WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS		60%	0	-2	-2	+6 
I understand how my role contributes to achieving an outcome for the Australian public		93%	+1	+1	+1	+2
I believe strongly in the purpose and objectives of the APS		86%	+8 	+1	0	+4

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

Well above capacity - too much work		37%	-15 	+14 	+10 	+11 
Slightly above capacity - lots of work to do		37%	0	-4	-3	-3
At capacity - about the right amount of work to do		23%	+13 	-7 	-3	-4
Slightly below capacity - available for more work		4%	+3	-2	-2	-2
Well below capacity - not enough work		0%	-1	-1	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


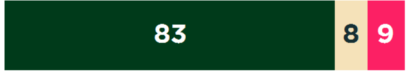



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative









INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		75%	-4	-3	-4	0
My supervisor actively ensures that everyone can be included in workplace activities		83%	-	-1	-2	+1
I receive the respect I deserve from my colleagues at work		79%	-11⬇️	-3	-4	0

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

Part time		23%	+5⬆️	+9⬆️	+8⬆️	+9⬆️
Flexible hours of work		17%	-9⬇️	-9⬇️	-11⬇️	-12⬇️
Compressed work week		2%	-1	0	-2	-2
Job sharing		1%	-2	+1	+1	+1
Working away from the office/working from home		78%	-7⬇️	+23⬆️	+2	+12⬆️
None of the above		9%	+2	-18⬇️	-3	-8⬇️

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		61		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY 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	76	17	7	76%	-17 ↓	-6 ↓	-7 ↓	-6 ↓
	My immediate supervisor encourages me to come up with new or better ways of doing things	67	22	11	67%	-7 ↓	-6 ↓	-7 ↓	-5 ↓
	People are recognised for coming up with new and innovative ways of working	50	37	13	50%	-13 ↓	-10 ↓	-11 ↓	-5 ↓
	My agency inspires me to come up with new or better ways of doing things	42	36	22	42%	+3	-10 ↓	-11 ↓	-10 ↓
	My agency recognises and supports the notion that failure is a part of innovation	31	39	30	31%	+7 ↑	-8 ↓	-9 ↓	-5 ↓

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		69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
					+2	+1	-2	-1	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	62	23	15	62%	-5↓	-2	-5↓	-3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	73	17	11	73%	+1	+9↑	+3	+8↑
	My agency does a good job of promoting health and wellbeing	67	19	14	67%	+10↑	+3	-1	+2
	I think my agency cares about my health and wellbeing	68	19	13	68%	+6↑	+6↑	0	+2
	I believe my immediate supervisor cares about my health and wellbeing	89			89%	+6↑	+4	+2	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR


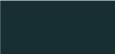



Positive Neutral Negative








WELLBEING

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

Always		7%	-1	+3	+2	+3
Often		29%	-7 ↓	+3	+3	+3
Sometimes		44%	0	-6 ↓	-6 ↓	-5 ↓
Rarely		19%	+11 ↑	+1	+2	+1
Never		1%	-2	-1	-1	-1

To what extent is your work emotionally demanding?

To a very large extent		10%	-2	+2	+2	+4
To a large extent		21%	0	+1	+2	+2
Somewhat		33%	-8 ↓	-6 ↓	-5 ↓	-5 ↓
To a small extent		23%	+2	-1	-2	-3
To a very small extent		13%	+8 ↑	+4	+3	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		12%	-3	+4	+3	+3
Agree		25%	+2	+1	+2	+2
Neither agree nor disagree		25%	-8 ↓	-7 ↓	-4	-4
Disagree		35%	+12 ↑	+5 ↑	+4	+4
Strongly disagree		4%	-4	-3	-5 ↓	-5 ↓
In general, would you say that your health is:						
Excellent		12%	-1	+2	+1	+1
Very good		37%	+4	+3	0	+2
Good		29%	-6 ↓	-9 ↓	-7 ↓	-8 ↓
Fair		19%	+3	+4	+5 ↑	+5 ↑
Poor		4%	-1	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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		20%	-11↓	-7↓	-8↓	-7↓
Very good		61%	+11↑	+5↑	+5↑	+6↑
Average		17%	0	+2	+3	+2
Below average		1%	0	-1	-1	-1
Well below average		1%	0	+1	+1	0

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

Excellent		9%	-6↓	-7↓	-9↓	-8↓
Very good		64%	+10↑	+9↑	+8↑	+13↑
Average		23%	0	-1	+3	-1
Below average		4%	-1	0	0	-1
Well below average		0%	-2	-2	-2	-3

KEY


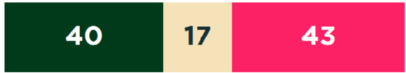





AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		77%	-3	-3	-5 ↓	-4
My workgroup has the tools and resources we need to perform well		40%	+5 ↑	-22 ↓	-17 ↓	-16 ↓
The people in my workgroup use time and resources efficiently		77%	+4	-1	-2	0
My workgroup can readily adapt to new priorities and tasks		79%	-5 ↓	-6 ↓	-7 ↓	-4
The people in my workgroup cooperate to get the job done		86%	-3	-3	-5 ↓	-3

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 REGULATORY 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		15%	+2	+6	+7	+6
I want to leave my position within the next 12 months		31%	-1	+8	+7	+9
I want to stay working in my position for the next one to two years		36%	-7	-1	-6	-2
I want to stay working in my position for at least the next three years		18%	+6	-12	-8	-13

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

I am planning to retire		0%	0	-6	-4	-5
I am pursuing another position within my agency		28%	+4	-12	-1	+12
I am pursuing a position in another agency		41%	-14	+16	+7	-1
I am pursuing work outside the APS		8%	-4	-5	-7	-9
It is the end of my non-ongoing, casual or contracted employment		15%	+13	+11	+11	+8
Other		8%	+1	-5	-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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	17%	-	-	-	-
I am expected to do more work than I reasonably can	13%	-	-	-	-
My immediate supervisor's leadership is of a poor quality	13%	-	-	-	-
There is a lack of future career opportunities in my agency	10%	-	-	-	-
I am not satisfied with the work	10%	-	-	-	-

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 REGULATORY 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		10%	-3	0	+2	0
No		90%	+3	0	-2	0
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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Yes		11%	0	+1	+3	+1
No		88%	+5	+3	0	+3
Not sure		1%	-5	-4	-3	-4

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 REGULATORY 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		0%	-3	-3	-3	-5 ↓
No		95%	+8 ↑	+4	+2	+7 ↑
Not sure		2%	-2	-1	0	-2
Would prefer not to answer		2%	-3	0	+1	-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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male		26%	-4	-11↓	-12↓	-12↓
Woman or female		68%	+6↑	+9↑	+10↑	+11↑
Non-binary		0%	-1	0	0	-1
I use a different term		0%	-1	0	0	0
Prefer not to say		6%	0	+3	+2	+2
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		1%	0	-2	0	-2
No		99%	0	+2	0	+2
Do you have an ongoing disability?						
Yes		7%	+1	-3	-1	-2
No		93%	-1	+3	+1	+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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		53%	+15	+11	+12	+11
No		47%	-15	-11	-12	-11
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		9%	-2	+1	0	0
No		91%	+2	-1	0	0
In which country were you born?						
Australia		77%	-5	0	0	0
Other country		23%	+5	0	0	0
Do you speak a language other than English at home?						
No, English only		82%	+7	+2	-1	-2
Yes, other		18%	-7	-2	+1	+2

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.

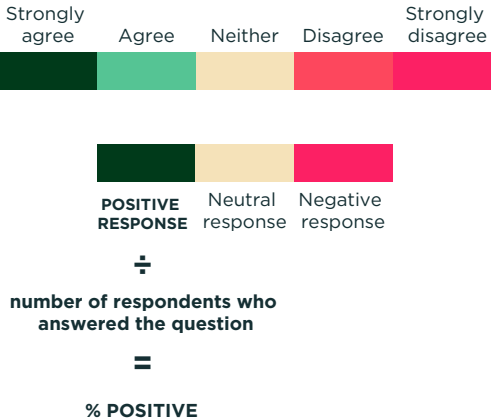
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.