

Highlights Report IP AUSTRALIA

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RESPONSES:
 1,050 of 1,214

RESPONSE RATE:
 86%



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 73%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
				0	+1	-2	0	
SAY	Overall, I am satisfied with my job	77	15 8	77%	-1	+4	+2	+3
	I am proud to work in my agency	78	17	78%	0	+3	-5 ↓	+1
	I would recommend my agency as a good place to work	82	13	82%	+2	+14 ↑	+10 ↑	+11 ↑
STAY	I believe strongly in the purpose and objectives of my agency	79	18	79%	0	-4	-9 ↓	-5 ↓
	I feel a strong personal attachment to my agency	67	22 11	67%	-2	+2	-5 ↓	+2
STRIVE	I feel committed to my agency's goals	79	17	79%	-1	-3	-6 ↓	-3
	I suggest ideas to improve our way of doing things	77	18	77%	-3	-8 ↓	-10 ↓	-10 ↓
	I am happy to go the 'extra mile' at work when required	89	8	89%	-2	-2	-3	-4
	I work beyond what is required in my job to help my agency achieve its objectives	79	18	79%	+1	-4	-5 ↓	-6 ↓
	My agency really inspires me to do my best work every day	58	29 14	58%	-1	+1	-2	+1

KEY

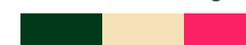


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 LARGE SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges		81%	0	+2	+2	+1
My supervisor can deliver difficult advice whilst maintaining relationships		80%	0	+2	+2	+1
My supervisor invites a range of views, including those different to their own		82%	-	+3	+2	+1
My supervisor encourages my team to regularly review and improve our work		80%	-2	0	+1	0
My supervisor is invested in my development		74%	+3	+1	+1	0
My immediate supervisor encourages me		77%	0	+1	0	-1
My supervisor ensures that my workgroup delivers on what we are responsible for		88%	+1	+1	+1	-1
My supervisor provides me with helpful feedback to improve my performance		76%	-	+2	+3	+2

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 LARGE SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	73	18	10	73%	+3	+6	+6	+3
My SES manager presents convincing arguments and persuades others towards an outcome	63	26	11	63%	-	+2	+2	-3
My SES manager promotes cooperation within and between agencies	65	28	8	65%	+5	-1	-1	-6
My SES manager encourages innovation and creativity	64	26	10	64%	-	0	+1	-3
My SES manager creates an environment that enables us to deliver our best	64	24	12	64%	-	+2	+2	-2
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	77	16		77%	+2	+4	+3	0
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
In my agency, the SES work as a team	54	32	14	54%	+2	+1	+2	-1
In my agency, the SES clearly articulate the direction and priorities for our agency	65	24	11	65%	-5	+5	+7	+4

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 LARGE SIZED AGENCIES
My supervisor communicates effectively		85%	+2	+3	+3	+3
My SES manager communicates effectively		73%	+1	+3	+3	-1
In my agency, communication between SES and other employees is effective		54%	-6⬇️	+3	+5⬆️	+1
Internal communication within my agency is effective		64%	+4	+6⬆️	+6⬆️	+6⬆️
When changes occur, the impacts are communicated well within my workgroup		71%	-2	+5⬆️	+3	+4
Staff are consulted about change at work		49%	0	+4	+4	+5⬆️
Change is managed well in my agency		49%	-6⬇️	+6⬆️	+8⬆️	+10⬆️

KEY

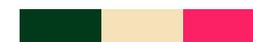


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills		87%	-2	+3	-1	+1
I have a choice in deciding how I do my work		80%	+1	+18 ↑	+7 ↑	+12 ↑
Where appropriate, I am able to take part in decisions that affect my job		70%	-	+3	-2	-1
I am clear what my duties and responsibilities are		85%	-4	+6 ↑	+6 ↑	+7 ↑
I am satisfied with the recognition I receive for doing a good job		67%	-4	+1	-2	-3
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		73%	0	+8 ↑	+10 ↑	+3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		91%	-1	+15 ↑	+11 ↑	+13 ↑
I am satisfied with the stability and security of my job		88%	+1	+8 ↑	+12 ↑	+8 ↑
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		90%	-	+15 ↑	+10 ↑	+12 ↑

KEY

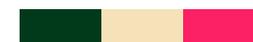


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS	58	30	12	58%	-4	-5 ↓	+1	-4
I understand how my role contributes to achieving an outcome for the Australian public	91			91%	-1	+1	0	+1
I believe strongly in the purpose and objectives of the APS	78	19		78%	-9 ↓	-4	-2	-4

KEY

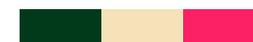


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		17%	+1	-8	-9	-11
Slightly above capacity – lots of work to do		44%	0	+3	+1	+4
At capacity – about the right amount of work to do		36%	0	+7	+9	+10
Slightly below capacity – available for more work		3%	-1	-2	-2	-2
Well below capacity – not enough work		1%	0	-1	0	-1

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 LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		85%	-1	+6 	+4	+4
My supervisor actively supports people from diverse backgrounds		83%	-	+3	+4	+3
I receive the respect I deserve from my colleagues at work		79%	-2	-2	-1	-3

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 INNOVATION INDEX SCORE 66%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES		
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	82	14	82%	-	-5 ↓	-7 ↓	-7 ↓	
	My immediate supervisor encourages me to come up with new or better ways of doing things	70	21	9	70%	-	-4	-6 ↓	-5 ↓
	People are recognised for coming up with new and innovative ways of working	63	26	12	63%	-	+1	+1	+1
	My agency inspires me to come up with new or better ways of doing things	50	35	15	50%	-9 ↓	+2	+2	+5 ↑
	My agency recognises and supports the notion that failure is a part of innovation	46	36	18	46%	-	+9 ↑	+11 ↑	+13 ↑

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 INDEX SCORE		75%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	80	14	80%	0	+13 ↑	+10 ↑	+14 ↑	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	77	16	77%	-4	+12 ↑	+7 ↑	+12 ↑	
	My agency does a good job of promoting health and wellbeing	74	18	7	74%	-3	+12 ↑	+8 ↑	+13 ↑
	I think my agency cares about my health and wellbeing	74	18	9	74%	-2	+16 ↑	+9 ↑	+15 ↑
	I believe my immediate supervisor cares about my health and wellbeing	86	11	86%	0	+2	0	0	

KEY

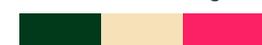


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 LARGE SIZED AGENCIES
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How often do you find your work stressful?

Always		4%	-	-2	-1	-2
Often		22%	-	-7↓	-4	-8↓
Sometimes		53%	-	+5↑	+3	+5↑
Rarely		19%	-	+3	+2	+4
Never		2%	-	0	0	0

To what extent is your work emotionally demanding?

To a very large extent		4%	-1	-4	-2	-4
To a large extent		14%	-1	-9↓	-6↓	-8↓
Somewhat		40%	-2	0	-1	0
To a small extent		32%	+6↑	+10↑	+7↑	+9↑
To a very small extent		11%	-3	+3	+1	+3

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 LARGE SIZED AGENCIES
I feel burned out by my work						
Strongly agree		7%	-1	-2	-2	-3
Agree		22%	-4	-3	-2	-4
Neither agree nor disagree		32%	-3	0	+1	+1
Disagree		32%	+6	+5	+3	+5
Strongly disagree		7%	+2	0	-1	0
In general, would you say that your health is:						
Excellent		12%	-	0	-1	-1
Very good		36%	-	+1	-1	0
Good		37%	-	+2	+3	+2
Fair		13%	-	-2	-1	-1
Poor		3%	-	-1	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 LARGE SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance:

Excellent		27%	-	+1	-1	-1
Very good		55%	-	0	0	0
Average		15%	-	-1	+1	+1
Below average		2%	-	0	0	0
Well below average		1%	-	0	0	0

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

Excellent		17%	-	+2	0	+1
Very good		58%	-	+2	+1	+2
Average		22%	-	-2	+1	-1
Below average		2%	-	-1	-1	-2
Well below average		1%	-	-1	-1	-1

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 LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		85%	-2	+4	+1	+3
My workgroup has the tools and resources we need to perform well		76%	-1	+12 	+14 	+14 
The people in my workgroup use time and resources efficiently		80%	+1	+3	0	+2
My workgroup can readily adapt to new priorities and tasks		85%	-1	-1	-2	-2
The people in my workgroup cooperate to get the job done		88%	0	+1	-1	0

KEY

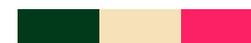


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM LARGE 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		7%	-	-3	-1	-2
I want to leave my position within the next 12 months		15%	-	-7↓	-6↓	-9↓
I want to stay working in my position for the next one to two years		38%	-	+2	-1	-2
I want to stay working in my position for at least the next three years		39%	-	+8↑	+8↑	+14↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		7%	-	+1	+1	+3
I am pursuing another position within my agency		28%	-	-14↓	0	-13↓
I am pursuing a position in another agency		35%	-	+10↑	+2	+9↑
I am pursuing work outside the APS		13%	-	+2	-2	+2
It is the end of my non-ongoing, casual or contracted employment		3%	-	-1	-3	-2
Other		15%	-	+2	+3	+1

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 LARGE SIZED AGENCIES
<p>What is the primary reason behind your desire to leave your current position? (3 highest responses):</p> <p>There is a lack of future career opportunities in my agency </p>	21%	-	-	-	-
<p>I want to try a different type of work or I'm seeking a career change </p>	15%	-	-	-	-
<p>I am looking to further my skills in another area </p>	14%	-	-	-	-

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 LARGE 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		11%	+1	-1	+2	0
No		89%	-1	+1	-2	0
Did this discrimination occur in your current agency?						
Yes		89%	-8 ↓	-5 ↓	-3	-3
No		11%	+8 ↑	+5 ↑	+3	+3
Basis for the discrimination that you experienced (3 highest responses):						
Gender		45%	-	-	-	-
Race		31%	-	-	-	-
Age		30%	-	-	-	-

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 LARGE SIZED AGENCIES

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

Yes		9%	0	-3	0	-2
No		85%	0	+3	0	+2
Not sure		6%	0	0	0	0

Types of harassment or bullying experienced (3 highest responses):

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		49%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		39%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		34%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		30%	-	-4	0	-4
It was reported by someone else		2%	-	-5 ↓	-4	-5 ↓
I did not report the behaviour		68%	-	+9 ↑	+4	+9 ↑

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 LARGE 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%	+1	+3	+4	+4
No		85%	+1	-5 ↓	-5 ↓	-6 ↓
Not sure		6%	-2	+1	+1	+2
Would prefer not to answer		2%	0	0	0	0
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		78%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		32%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		22%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		10%	-	-10 ↓	-4	-7 ↓
It was reported by someone else		7%	-	-9 ↓	-2	-6 ↓
I did not report the behaviour		83%	-	+18 ↑	+7 ↑	+13 ↑
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 LARGE SIZED AGENCIES
How do you describe your gender?						
Man or male		54%	0	+17	+12	+17
Woman or female		41%	0	-18	-12	-18
Non-binary		1%	-	0	0	0
I use a different term		0%	-	0	0	0
Prefer not to say		4%	0	+1	0	0
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		1%	0	-3	-1	-2
No		99%	0	+3	+1	+2
Do you have an ongoing disability?						
Yes		7%	+1	-3	-1	-3
No		93%	-1	+3	+1	+3

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 LARGE SIZED AGENCIES
Do you have carer responsibilities?						
Yes		40%	-2	+1	+1	0
No		60%	+2	-1	-1	0
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		6%	+1	-1	-2	-2
No		94%	-1	+1	+2	+2
In which country were you born?						
Australia		66%	-	-10 ↓	-9 ↓	-12 ↓
Other country		34%	-	+10 ↑	+9 ↑	+12 ↑
Do you speak a language other than English at home?						
No, English only		71%	-	-9 ↓	-10 ↓	-11 ↓
Yes, other		29%	-	+9 ↑	+10 ↑	+11 ↑

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.