



## Highlights Report DVA



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RESPONSES:  
**2,464 of 3,363**

RESPONSE RATE:  
**73%**

# 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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
SAY	Overall, I am satisfied with my job	78	13 9	78%	+3	+4	+5 ↑	0
	I am proud to work in my agency	78	17	78%	+1	+3	+4	-1
	I would recommend my agency as a good place to work	71	19 10	71%	+4	+2	+4	-4
	I believe strongly in the purpose and objectives of my agency	86	12	86%	+2	+2	+3	0
STAY	I feel a strong personal attachment to my agency	63	27 10	63%	-4	+2	+2	+1
	I feel committed to my agency's goals	86	12	86%	+2	+3	+4	+2
STRIVE	I suggest ideas to improve our way of doing things	84	13	84%	+1	-2	0	-4
	I am happy to go the 'extra mile' at work when required	93		93%	+1	+2	+3	0
	I work beyond what is required in my job to help my agency achieve its objectives	82	15	82%	0	+1	+2	0
	My agency really inspires me to do my best work every day	64	25 11	64%	+5 ↑	+6 ↑	+8 ↑	+3

### 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		76	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
					+2	0	0	-2

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges		78	13	8	78%	+2	-1	0	-3
	My supervisor can deliver difficult advice whilst maintaining relationships		78	14	8	78%	+3	-1	0	-2
	My supervisor invites a range of views, including those different to their own		79	13	8	79%	+3	-3	-1	-5↓
	My supervisor encourages my team to regularly review and improve our work		81	13		81%	+4	-1	-1	-2
	My supervisor is invested in my development		75	16	9	75%	+3	0	0	-3
	My supervisor ensures that my workgroup delivers on what we are responsible for		87	8		87%	+3	0	+1	-2

### Other similar questions

My supervisor provides me with helpful feedback to improve my performance		77	14	9	77%	+5↑	0	-1	-1
My supervisor actively ensures that everyone can be included in workplace activities		82	12		82%	-	-2	-1	-3

#### 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	69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				+1	0	+1	-4

SES Manager	My SES manager clearly articulates the direction and priorities for our area	68	22	10	68%	+2	-1	+1	-6 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	60	31	9	60%	+2	-2	+2	-9 ↓
	My SES manager promotes cooperation within and between agencies	67	28		67%	+1	0	+4	-7 ↓
	My SES manager encourages innovation and creativity	63	28	9	63%	+1	-3	0	-7 ↓
	My SES manager creates an environment that enables us to deliver our best	65	25	11	65%	+4	0	+4	-6 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	72	22		72%	+1	-2	+2	-7 ↓

### Other similar questions

All SES	In my agency, the SES work as a team	55	31	13	55%	+4	+2	+4	-3
	In my agency, the SES clearly articulate the direction and priorities for our agency	62	26	13	62%	+5 ↑	-1	0	-5 ↓
	In my agency, communication between SES and other employees is effective	55	29	16	55%	+5 ↑	+1	+4	-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 <b>69</b>		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				+1	0	+1	-2






















Communication	My supervisor communicates effectively	79	11	10	79%	+1	-2	-1	-3
	My SES manager communicates effectively	68	22	10	68%	+1	-1	+2	-7 ⬇️
	Internal communication within my agency is effective	60	23	17	60%	+2	+2	+4	-1

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	67	18	15	67%	+4	-2	-1	-5 ⬇️
	Staff are consulted about change at work	52	31	18	52%	+7 ⬆️	+2	+3	-1
	Change is managed well in my agency	44	30	26	44%	+4	-1	0	-1

KEY	⬆️ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	⬇️ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative
			<span style="display: inline-block; width: 15px; height: 15px; background-color: #004d00; border: 1px solid #000;"></span> <span style="display: inline-block; width: 15px; height: 15px; background-color: #f0c000; border: 1px solid #000;"></span> <span style="display: inline-block; width: 15px; height: 15px; background-color: #e91e63; border: 1px solid #000;"></span>

# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills		<b>81%</b>	-4	+2	+4	0
I have a choice in deciding how I do my work		<b>69%</b>	+1	+5 	+10 	-3
Where appropriate, I am able to take part in decisions that affect my job		<b>68%</b>	+3	-2	+2	-6 
I am clear what my duties and responsibilities are		<b>80%</b>	+2	-1	-1	0
I am satisfied with the recognition I receive for doing a good job		<b>67%</b>	+1	0	+3	-5 
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		<b>71%</b>	-1	+11 	+15 	+3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		<b>75%</b>	+7 	-1	+2	-5 
I am satisfied with the stability and security of my job		<b>64%</b>	+4	-16 	-15 	-18 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		<b>79%</b>	+5 	+1	+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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS		<b>61%</b>	+1	-1	-2	-1
I understand how my role contributes to achieving an outcome for the Australian public		<b>92%</b>	+2	0	0	0
I believe strongly in the purpose and objectives of the APS		<b>85%</b>	+4	0	+1	-1

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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## What best describes your current workload?

Well above capacity - too much work		<b>26%</b>	-6 	+3	+3	+4
Slightly above capacity - lots of work to do		<b>41%</b>	+1	+1	0	+1
At capacity - about the right amount of work to do		<b>27%</b>	+4	-2	-3	-2
Slightly below capacity - available for more work		<b>5%</b>	0	-1	0	-2
Well below capacity - not enough work		<b>1%</b>	0	0	0	-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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		78%	+3	-1	0	-4
My supervisor actively ensures that everyone can be included in workplace activities		82%	-	-2	-1	-3
I receive the respect I deserve from my colleagues at work		81%	+1	-1	0	-2

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		12%	0	-3	-3	-2
Flexible hours of work		30%	+2	+3	+2	+5 ⬆️
Compressed work week		3%	0	0	0	0
Job sharing		1%	0	0	0	0
Working away from the office/working from home		72%	+8 ⬆️	+17 ⬆️	+23 ⬆️	+8 ⬆️
None of the above		15%	-9 ⬆️	-12 ⬆️	-14 ⬆️	-7 ⬆️

## 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		65	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL 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	81	15	81%	-3	-1	0	-4
	My immediate supervisor encourages me to come up with new or better ways of doing things	71	20	71%	+2	-2	-1	-4
	People are recognised for coming up with new and innovative ways of working	56	31	56%	0	-4	-3	-5 ↓
	My agency inspires me to come up with new or better ways of doing things	51	34	51%	+6 ↑	-1	-1	-2
	My agency recognises and supports the notion that failure is a part of innovation	38	44	38%	+4	-1	-2	-1

### 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		70			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL 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	67	22	11	67%	+5 ↑	+3	+4	0	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	64	24	12	64%	+6 ↑	0	+1	-2	
	My agency does a good job of promoting health and wellbeing	65	23	12	65%	+10 ↑	+1	+2	-1	
	I think my agency cares about my health and wellbeing	67	21	12	67%	+11 ↑	+5 ↑	+8 ↑	+1	
	I believe my immediate supervisor cares about my health and wellbeing	84	10		84%	+4	-1	0	-4	

### 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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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## How often do you find your work stressful?

Always		5%	-3	0	0	+1
Often		30%	-2	+4	+3	+4
Sometimes		47%	+2	-3	-3	-4
Rarely		17%	+2	-1	-1	-2
Never		2%	0	0	0	0

## To what extent is your work emotionally demanding?

To a very large extent		11%	-1	+4	+3	+5 
To a large extent		25%	-4	+4	+2	+6 
Somewhat		35%	-1	-4	-4	-4
To a small extent		21%	+3	-3	-2	-5 
To a very small extent		8%	+3	-1	0	-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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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## I feel burned out by my work

Strongly agree		8%	-2	0	0	+1
Agree		23%	-3	-1	-2	0
Neither agree nor disagree		32%	+1	0	-1	+1
Disagree		30%	+5	0	+1	-1
Strongly disagree		7%	-1	+1	+1	0

## In general, would you say that your health is:

Excellent		10%	-1	0	+1	0
Very good		33%	+1	-1	0	-2
Good		38%	0	0	0	+1
Fair		16%	+1	+1	0	+2
Poor		3%	-1	-1	-1	-1

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR








AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






# PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		<b>28%</b>	0	0	+2	-2
Very good		<b>57%</b>	+3	+2	+1	+2
Average		<b>13%</b>	-2	-2	-3	0
Below average		<b>1%</b>	-1	0	0	0
Well below average		<b>1%</b>	0	0	0	+1

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

Excellent		<b>16%</b>	+2	-1	0	-2
Very good		<b>48%</b>	-1	-7↓	-6↓	-8↓
Average		<b>27%</b>	0	+3	+1	+5↑
Below average		<b>5%</b>	-1	+2	+2	+2
Well below average		<b>4%</b>	0	+3	+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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		<b>79%</b>	0	-1	0	-3
My workgroup has the tools and resources we need to perform well		<b>58%</b>	0	-4	-3	-4
The people in my workgroup use time and resources efficiently		<b>76%</b>	0	-1	0	-3
My workgroup can readily adapt to new priorities and tasks		<b>82%</b>	-1	-3	-2	-3
The people in my workgroup cooperate to get the job done		<b>87%</b>	0	-2	-1	-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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>Which of the following statements best reflects your current thoughts about working in your current position?</b>						
I want to leave my position as soon as possible		8%	-1	-2	-2	-1
I want to leave my position within the next 12 months		19%	0	-4	-3	-6 ↓
I want to stay working in my position for the next one to two years		39%	+2	+2	+5 ↑	-3
I want to stay working in my position for at least the next three years		34%	-1	+4	0	+9 ↑
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		6%	-3	0	-1	+2
I am pursuing another position within my agency		33%	+3	-7 ↓	-11 ↓	-8 ↓
I am pursuing a position in another agency		22%	-2	-2	+1	-3
I am pursuing work outside the APS		13%	0	0	0	+1
It is the end of my non-ongoing, casual or contracted employment		11%	+3	+7 ↑	+8 ↑	+6 ↑
Other		15%	-1	+3	+3	+2

## 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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE 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	16%	-	-	-	-
I am looking to further my skills in another area	12%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	11%	-	-	-	-
Other	9%	-	-	-	-
Senior leadership is of a poor quality	8%	-	-	-	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO HAD PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF DISCRIMINATION WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

DISCRIMINATION	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>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?</b>						
Yes		<b>9%</b>	-2	-1	-2	0
No		<b>91%</b>	+2	+1	+2	0
<b>Did this discrimination occur in your current agency?</b>						
Yes		<b>85%</b>	-2	-6	-8	-3
No		<b>15%</b>	+2	+6	+8	+3
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Other		<b>25%</b>	-	-	-	-
Caring responsibilities		<b>24%</b>	-	-	-	-
Gender		<b>23%</b>	-	-	-	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE OPTIONS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

## HARASSMENT AND BULLYING

### RESPONSE SCALE

%

VARIANCE FROM 2021

VARIANCE FROM APS OVERALL

VARIANCE FROM LARGER OPERATIONAL AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

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

Yes		10%	-2	+1	0	+2
No		85%	+4	0	+1	-2
Not sure		5%	-2	-1	-1	0

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		44%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		38%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		29%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		38%	+3	+5 ⬆	+4	+5 ⬆
It was reported by someone else		8%	0	0	0	0
I did not report the behaviour		54%	-3	-5 ⬇	-5 ⬇	-5 ⬇

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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>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?</b>						
Yes		4%	-2	0	0	+1
No		90%	+4	0	0	-2
Not sure		3%	-1	0	-1	0
Would prefer not to answer		3%	-1	0	0	+1
<b>Types of corrupt behaviours witnessed (3 highest responses):</b>						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		65%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		31%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		28%	-	-	-	-
<b>Did you report the potentially corrupt behaviour?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		25%	+6	+5	+4	+6
It was reported by someone else		12%	+3	-4	-3	-2
I did not report the behaviour		63%	-9	-1	0	-4
<b>KEY</b>			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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>How do you describe your gender?</b>						
Man or male		31%	0	-6 ↓	-7 ↓	-5 ↓
Woman or female		66%	0	+7 ↑	+7 ↑	+6 ↑
Non-binary		0%	0	0	0	0
I use a different term		0%	0	0	0	0
Prefer not to say		2%	-1	-1	-1	-1
<b>Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?</b>						
Yes		2%	0	-2	-2	-1
No		98%	0	+2	+2	+1
<b>Do you have an ongoing disability?</b>						
Yes		10%	0	0	-1	0
No		90%	0	0	+1	0

## KEY



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# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
<b>Do you have carer responsibilities?</b>						
Yes		<b>38%</b>	+4	-4	-4	-3
No		<b>62%</b>	-4	+4	+4	+3
<b>Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?</b>						
Yes		<b>9%</b>	+1	+1	+2	0
No		<b>91%</b>	-1	-1	-2	0
<b>In which country were you born?</b>						
Australia		<b>80%</b>	0	+3	+4	+1
Other country		<b>20%</b>	0	-3	-4	-1
<b>Do you speak a language other than English at home?</b>						
No, English only		<b>85%</b>	0	+5	+6	+3
Yes, other		<b>15%</b>	0	-5	-6	-3

## KEY



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# TIME TO TAKE ACTION



## CELEBRATE

What things do we do well?

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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?

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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:

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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.

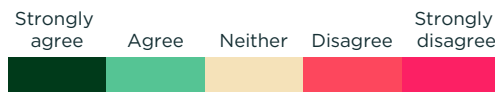
PRIORITISE 3 AREAS TO TAKE FORWARD

	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	<b>151</b>	<b>166</b>	<b>176</b>	<b>96</b>	<b>24</b>	<b>613</b>
PERCENTAGE	<b>24.63%</b>	<b>27.08%</b>	<b>28.71%</b>	<b>15.66%</b>	<b>3.92%</b>	<b>100%</b>
ROUNDED PERCENTAGE	<b>25%</b>	<b>27%</b>	<b>29%</b>	<b>16%</b>	<b>4%</b>	<b>101%</b>
NUMBER OF POSITIVE	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## 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.