



## Highlights Report AOFM



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RESPONSES:  
**36 of 44**

RESPONSE RATE:  
**82%**

# 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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	77	17	77%	+8 ↑	+3	+1	+2
	I am proud to work in my agency	91		91%	+19 ↑	+16 ↑	+8 ↑	+12 ↑
	I would recommend my agency as a good place to work	82	12	82%	+17 ↑	+13 ↑	+9 ↑	+16 ↑
	I believe strongly in the purpose and objectives of my agency	94		94%	+12 ↑	+10 ↑	+5 ↑	+5 ↑
STAY	I feel a strong personal attachment to my agency	74	9 17	74%	+14 ↑	+14 ↑	+7 ↑	+14 ↑
	I feel committed to my agency's goals	91		91%	+19 ↑	+9 ↑	+5 ↑	+6 ↑
STRIVE	I suggest ideas to improve our way of doing things	86	8	86%	-8 ↓	0	-3	-6 ↓
	I am happy to go the 'extra mile' at work when required	100		100%	+17 ↑	+9 ↑	+8 ↑	+7 ↑
	I work beyond what is required in my job to help my agency achieve its objectives	86	11	86%	+7 ↑	+5 ↑	+4	+3
	My agency really inspires me to do my best work every day	62	29 9	62%	+10 ↑	+4	0	+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		76	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	86	11	86%	+20 ↑	+6 ↑	+7 ↑	+8 ↑
	My supervisor can deliver difficult advice whilst maintaining relationships	86	9	86%	+29 ↑	+7 ↑	+8 ↑	+7 ↑
	My supervisor invites a range of views, including those different to their own	89	9	89%	+17 ↑	+7 ↑	+5 ↑	+4
	My supervisor encourages my team to regularly review and improve our work	89		89%	+20 ↑	+7 ↑	+9 ↑	+6 ↑
	My supervisor is invested in my development	85	12	85%	+31 ↑	+9 ↑	+10 ↑	+10 ↑
	My supervisor ensures that my workgroup delivers on what we are responsible for	91		91%	+9 ↑	+4	+4	+4
<b>Other similar questions</b>								
	My supervisor provides me with helpful feedback to improve my performance	71	14 14	71%	+20 ↑	-6 ↓	-5 ↓	-6 ↓
	My supervisor actively ensures that everyone can be included in workplace activities	94		94%	-	+11 ↑	+11 ↑	+11 ↑
<b>KEY</b>		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.

	<b>YOUR SES MANAGER LEADERSHIP INDEX SCORE</b>	<b>74</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					+5 ↑	+5 ↑	+4	+3

SES Manager	My SES manager clearly articulates the direction and priorities for our area	80	11 9	80%	+13 ↑	+11 ↑	+11 ↑	+13 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	83	14	83%	+16 ↑	+21 ↑	+18 ↑	+13 ↑
	My SES manager promotes cooperation within and between agencies	77	14 9	77%	+7 ↑	+10 ↑	+8 ↑	+5 ↑
	My SES manager encourages innovation and creativity	77	11 11	77%	+20 ↑	+11 ↑	+11 ↑	+8 ↑
	My SES manager creates an environment that enables us to deliver our best	86	9	86%	+19 ↑	+21 ↑	+20 ↑	+18 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	91		91%	+13 ↑	+18 ↑	+15 ↑	+14 ↑

### Other similar questions

All SES	In my agency, the SES work as a team	58	36	58%	-2	+4	+6 ↑	+1
	In my agency, the SES clearly articulate the direction and priorities for our agency	79	12 9	79%	+4	+16 ↑	+18 ↑	+20 ↑
	In my agency, communication between SES and other employees is effective	82	12	82%	+25 ↑	+29 ↑	+30 ↑	+28 ↑

### 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.

	<b>YOUR COMMUNICATION INDEX SCORE</b>	<b>73</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					+9 ↑	+4	+4	+4

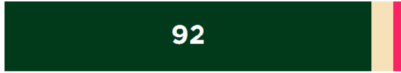








Communication	My supervisor communicates effectively	86	9	86%	+17 ↑	+5 ↑	+5 ↑	+6 ↑
	My SES manager communicates effectively	83	9	83%	+10 ↑	+13 ↑	+12 ↑	+12 ↑
	Internal communication within my agency is effective	80	11	80%	+25 ↑	+22 ↑	+23 ↑	+23 ↑

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	86	11	86%	+29 ↑	+17 ↑	+16 ↑	+14 ↑
	Staff are consulted about change at work	63	29	63%	+20 ↑	+13 ↑	+14 ↑	+14 ↑
	Change is managed well in my agency	62	26	62%	+13 ↑	+17 ↑	+19 ↑	+21 ↑

<b>KEY</b>	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative

# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		<b>92%</b>	+14 ⬆️	+13 ⬆️	+9 ⬆️	+8 ⬆️
I have a choice in deciding how I do my work		<b>69%</b>	-4	+5 ⬆️	-7 ⬇️	-5 ⬇️
Where appropriate, I am able to take part in decisions that affect my job		<b>91%</b>	+19 ⬆️	+22 ⬆️	+16 ⬆️	+14 ⬆️
I am clear what my duties and responsibilities are		<b>83%</b>	+13 ⬆️	+2	+1	+5 ⬆️
I am satisfied with the recognition I receive for doing a good job		<b>78%</b>	+17 ⬆️	+11 ⬆️	+8 ⬆️	+7 ⬆️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		<b>69%</b>	-3	+9 ⬆️	+10 ⬆️	+3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		<b>72%</b>	+17 ⬆️	-4	-9 ⬇️	-6 ⬇️
I am satisfied with the stability and security of my job		<b>94%</b>	+8 ⬆️	+14 ⬆️	+17 ⬆️	+14 ⬆️
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		<b>77%</b>	+6 ⬆️	-1	-8 ⬇️	-5 ⬇️

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 53%; background-color: #004d00; color: white; text-align: center;">53</div><div style="width: 29%; background-color: #f0c000; color: black; text-align: center;">29</div><div style="width: 18%; background-color: #e91e63; color: white; text-align: center;">18</div></div>	53%	+11↑	-9↓	-2	0
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between;"><div style="width: 97%; background-color: #004d00; color: white; text-align: center;">97</div><div style="width: 3%; background-color: #f0c000; color: black; text-align: center;">3</div></div>	97%	+14↑	+5↑	+4	+6↑
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 76%; background-color: #004d00; color: white; text-align: center;">76</div><div style="width: 15%; background-color: #f0c000; color: black; text-align: center;">15</div><div style="width: 9%; background-color: #e91e63; color: white; text-align: center;">9</div></div>	76%	-2	-8↓	-7↓	-7↓

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

Well above capacity - too much work	<div style="width: 9%; background-color: #004d00;"></div>	9%	-7↓	-14↓	-15↓	-17↓
Slightly above capacity - lots of work to do	<div style="width: 40%; background-color: #004d00;"></div>	40%	+13↑	-1	0	-3
At capacity - about the right amount of work to do	<div style="width: 40%; background-color: #004d00;"></div>	40%	+4	+11↑	+11↑	+14↑
Slightly below capacity - available for more work	<div style="width: 11%; background-color: #004d00;"></div>	11%	-7↓	+6↑	+6↑	+7↑
Well below capacity - not enough work	<div style="width: 0%; background-color: #004d00;"></div>	0%	-3	-1	-1	-1

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative





# INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		76%	+25 ⬆️	-2	-3	+2
My supervisor actively ensures that everyone can be included in workplace activities		94%	-	+11 ⬆️	+11 ⬆️	+11 ⬆️
I receive the respect I deserve from my colleagues at work		91%	+21 ⬆️	+9 ⬆️	+10 ⬆️	+11 ⬆️

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
<b>Do you currently access any of the following flexible working arrangements?</b> [Multiple Response]						
Part time		14%	+6 ⬆️	0	-1	-2
Flexible hours of work		11%	-3	-15 ⬆️	-23 ⬆️	-16 ⬆️
Compressed work week		0%	0	-3	-3	-2
Job sharing		0%	0	0	0	0
Working away from the office/working from home		75%	-11 ⬆️	+20 ⬆️	+8 ⬆️	+7 ⬆️
None of the above		14%	+3	-13 ⬆️	-4	-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 ENABLING INNOVATION INDEX SCORE		66	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	91		91%	+7 ↑	+10 ↑	+6 ↑	+6 ↑
	My immediate supervisor encourages me to come up with new or better ways of doing things	80	17	80%	+11 ↑	+7 ↑	+4	+2
	People are recognised for coming up with new and innovative ways of working	66	23 11	66%	+9 ↑	+6 ↑	+6 ↑	+9 ↑
	My agency inspires me to come up with new or better ways of doing things	66	26 9	66%	+9 ↑	+14 ↑	+10 ↑	+11 ↑
	My agency recognises and supports the notion that failure is a part of innovation	40	40 20	40%	+6 ↑	+1	0	+2

### 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		67	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	60	31	9	60%	-3	-4	-8↓	-5↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	51	29	20	51%	+8↑	-13↓	-17↓	-11↓
	My agency does a good job of promoting health and wellbeing	57	23	20	57%	+26↑	-7↓	-10↓	-5↓
	I think my agency cares about my health and wellbeing	71	20	9	71%	+9↑	+10↑	+2	+2
	I believe my immediate supervisor cares about my health and wellbeing	86	9		86%	+23↑	0	-2	-2

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
<b>How often do you find your work stressful?</b>						
Always		0%	-3	-5 ↓	-4	-4
Often		9%	-10 ↓	-17 ↓	-15 ↓	-16 ↓
Sometimes		51%	+5 ↑	+1	+1	+2
Rarely		37%	+15 ↑	+19 ↑	+17 ↑	+17 ↑
Never		3%	-7 ↓	+1	+1	+1
<b>To what extent is your work emotionally demanding?</b>						
To a very large extent		3%	+3	-4	-3	-3
To a large extent		3%	-10 ↓	-18 ↓	-16 ↓	-16 ↓
Somewhat		34%	0	-5 ↓	-4	-4
To a small extent		37%	+3	+13 ↑	+11 ↑	+12 ↑
To a very small extent		23%	+4	+14 ↑	+11 ↑	+11 ↑

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
<b>I feel burned out by my work</b>					
Strongly agree	0%	-3	-8 ⬇️	-8 ⬇️	-8 ⬇️
Agree	14%	-8 ⬇️	-10 ⬇️	-9 ⬇️	-6 ⬇️
Neither agree nor disagree	29%	+7 ⬆️	-3	-1	-1
Disagree	43%	+15 ⬆️	+13 ⬆️	+11 ⬆️	+10 ⬆️
Strongly disagree	14%	-11 ⬇️	+7 ⬆️	+7 ⬆️	+6 ⬆️
<b>In general, would you say that your health is:</b>					
Excellent	20%	+1	+10 ⬆️	+9 ⬆️	+8 ⬆️
Very good	34%	0	0	-1	-5 ⬇️
Good	29%	-9 ⬇️	-9 ⬇️	-8 ⬇️	-5 ⬇️
Fair	17%	+8 ⬆️	+2	+3	+4
Poor	0%	0	-3	-3	-2

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR











AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR













# PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		<b>26%</b>	+8 	-2	-3	-5 
Very good		<b>57%</b>	+3	+2	+2	+5 
Average		<b>14%</b>	-4	0	+1	0
Below average		<b>3%</b>	0	+1	+1	+1
Well below average		<b>0%</b>	-6 	-1	-1	0

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

Excellent		<b>31%</b>	-6 	+15 	+13 	+10 
Very good		<b>43%</b>	+5 	-12 	-12 	-6 
Average		<b>23%</b>	+4	-1	+1	-2
Below average		<b>3%</b>	-3	-1	-1	-1
Well below average		<b>0%</b>	0	-2	-2	-1

## KEY






















AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	 89	89%	+6 	+9 	+6 	+4
My workgroup has the tools and resources we need to perform well	 72	72%	+24 	+11 	+13 	+11 
The people in my workgroup use time and resources efficiently	 81	81%	+15 	+3	+2	+2
My workgroup can readily adapt to new priorities and tasks	 92	92%	+12 	+7 	+7 	+6 
The people in my workgroup cooperate to get the job done	 94	94%	+23 	+6 	+4	+4

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# RETENTION



EMPLOYEES WHO INDICATED THAT THEY WANTED TO LEAVE THEIR CURRENT POSITION AS SOON AS POSSIBLE OR WITHIN THE NEXT 12 MONTHS WERE ASKED WHAT THEIR PLANS WERE.

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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Which of the following statements best reflects your current thoughts about working in your current position?

I want to leave my position as soon as possible		3%	-10 ↓	-6 ↓	-5 ↓	-7 ↓
I want to leave my position within the next 12 months		26%	-8 ↓	+3	+4	+1
I want to stay working in my position for the next one to two years		50%	+16 ↑	+13 ↑	+10 ↑	+8 ↑
I want to stay working in my position for at least the next three years		21%	+2	-10 ↓	-10 ↓	-2

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

I am planning to retire		10%	+3	+4	+5 ↑	+6 ↑
I am pursuing another position within my agency		0%	-20 ↓	-40 ↓	-26 ↓	-11 ↓
I am pursuing a position in another agency		10%	-10 ↓	-15 ↓	-22 ↓	-42 ↓
I am pursuing work outside the APS		50%	+3	+37 ↑	+32 ↑	+33 ↑
It is the end of my non-ongoing, casual or contracted employment		0%	-7 ↓	-4	-7 ↓	-5 ↓
Other		30%	+30 ↑	+18 ↑	+18 ↑	+19 ↑

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# UNACCEPTABLE BEHAVIOUR



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

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

DISCRIMINATION	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		3%	-7 ↓	-7 ↓	-5 ↓	-5 ↓
No		97%	+7 ↑	+7 ↑	+5 ↑	+5 ↑
Did this discrimination occur in your current agency?						
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



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

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

## HARASSMENT AND BULLYING

### RESPONSE SCALE

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

	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Yes	0%	-3	-10 ↓	-8 ↓	-8 ↓
No	100%	+13 ↑	+15 ↑	+13 ↑	+13 ↑
Not sure	0%	-10 ↓	-5 ↓	-5 ↓	-6 ↓

### Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden for anonymity reasons.
It was reported by someone else	The data for this question has been hidden for anonymity reasons.
I did not report the behaviour	The data for this question has been hidden for anonymity reasons.

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO INDICATED THAT THEY HAD WITNESSED POTENTIAL CORRUPT BEHAVIOUR WERE ASKED TO DESCRIBE THE BEHAVIOUR. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF CORRUPT BEHAVIOURS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES AND WITH RESULTS FOR THE APS OVERALL.

CORRUPTION	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		3%	0	0	0	-3
No		94%	+7	+3	+3	+8
Not sure		3%	0	-1	-1	-1
Would prefer not to answer		0%	-6	-2	-2	-4

## Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden for anonymity reasons.
It was reported by someone else	The data for this question has been hidden for anonymity reasons.
I did not report the behaviour	The data for this question has been hidden for anonymity reasons.

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
<b>How do you describe your gender?</b>						
Man or male		<b>61%</b>	-6 ↓	+24 ↑	+21 ↑	+31 ↑
Woman or female		<b>33%</b>	+8 ↑	-26 ↓	-22 ↓	-32 ↓
Non-binary		<b>0%</b>	0	0	-1	-1
I use a different term		<b>0%</b>	0	0	0	0
Prefer not to say		<b>6%</b>	-3	+3	+2	+2
<b>Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?</b>						
Yes		<b>0%</b>	0	-4	-2	-1
No		<b>100%</b>	0	+4	+2	+1
<b>Do you have an ongoing disability?</b>						
Yes		<b>0%</b>	0	-10 ↓	-8 ↓	-7 ↓
No		<b>100%</b>	0	+10 ↑	+8 ↑	+7 ↑

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
<b>Do you have carer responsibilities?</b>						
Yes		<b>43%</b>	+1	+1	+3	+3
No		<b>57%</b>	-1	-1	-3	-3
<b>Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?</b>						
Yes		<b>6%</b>	+3	-2	-4	-6 ⬇️
No		<b>94%</b>	-3	+2	+4	+6 ⬆️
<b>In which country were you born?</b>						
Australia		<b>83%</b>	+6 ⬆️	+7 ⬆️	+8 ⬆️	+4
Other country		<b>17%</b>	-6 ⬇️	-7 ⬇️	-8 ⬇️	-4
<b>Do you speak a language other than English at home?</b>						
No, English only		<b>81%</b>	0	0	0	-4
Yes, other		<b>19%</b>	0	0	0	+4

## 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?

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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.

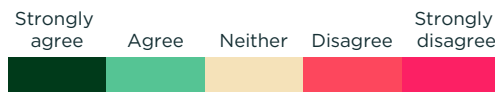
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



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

## 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	<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.