



Highlights Report DIGITALHEALTH



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RESPONSES:
469 of 548

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 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		73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
SAY	Overall, I am satisfied with my job	70	17	13	70%	+9 ↑	-4	-2	-4
	I am proud to work in my agency	75	18		75%	+5 ↑	-1	+2	-4
	I would recommend my agency as a good place to work	66	18	15	66%	+12 ↑	-3	+3	-2
	I believe strongly in the purpose and objectives of my agency	85	12		85%	0	+1	0	-2
STAY	I feel a strong personal attachment to my agency	60	27	13	60%	+4	-1	+1	-3
	I feel committed to my agency's goals	84	14		84%	+1	+1	+1	-1
STRIVE	I suggest ideas to improve our way of doing things	91	9		91%	-2	+4	+2	+2
	I am happy to go the 'extra mile' at work when required	94			94%	-1	+3	+2	+2
	I work beyond what is required in my job to help my agency achieve its objectives	84	13		84%	+2	+3	+1	+2
	My agency really inspires me to do my best work every day	59	26	15	59%	+8 ↑	+1	+3	0

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		73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					+4	-3	-2	-3

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	75	13 12	75%	+7 ⬆️	-4	-1	-3
	My supervisor can deliver difficult advice whilst maintaining relationships	79	14 7	79%	+10 ⬆️	+1	+1	+1
	My supervisor invites a range of views, including those different to their own	83	10 7	83%	+9 ⬆️	+1	+3	0
	My supervisor encourages my team to regularly review and improve our work	76	14 10	76%	+8 ⬆️	-5 ⬇️	-3	-4
	My supervisor is invested in my development	69	19 12	69%	+7 ⬆️	-7 ⬇️	-4	-6 ⬇️
	My supervisor ensures that my workgroup delivers on what we are responsible for	82	10 8	82%	+4	-5 ⬇️	-3	-5 ⬇️

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	72	17 11	72%	+11 ⬆️	-6 ⬇️	-3	-4
My supervisor actively ensures that everyone can be included in workplace activities	81	12 7	81%	-	-2	+1	-1

KEY

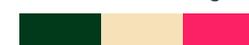


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	70	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					+5 ↑	0	+1	0

SES Manager	Statement	Score			% Positive	Variance from 2021	Variance from APS Overall	Variance from Smaller Operational Agencies	Variance from Medium Sized Agencies
		Positive	Neutral	Negative					
	My SES manager clearly articulates the direction and priorities for our area	67	20	13	67%	+11 ↑	-2	0	-3
	My SES manager presents convincing arguments and persuades others towards an outcome	68	21	10	68%	+9 ↑	+6 ↑	+7 ↑	+4
	My SES manager promotes cooperation within and between agencies	69	23	9	69%	+8 ↑	+2	+4	-1
	My SES manager encourages innovation and creativity	67	22	11	67%	+11 ↑	+2	+3	+1
	My SES manager creates an environment that enables us to deliver our best	65	19	16	65%	+12 ↑	+1	+2	0
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	76	16	8	76%	+6 ↑	+2	+3	-1

Other similar questions

All SES	Statement	Score			% Positive	Variance from 2021	Variance from APS Overall	Variance from Smaller Operational Agencies	Variance from Medium Sized Agencies
		Positive	Neutral	Negative					
	In my agency, the SES work as a team	56	28	15	56%	+13 ↑	+3	+1	+5 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	65	22	13	65%	+14 ↑	+2	+2	+2
	In my agency, communication between SES and other employees is effective	57	25	18	57%	+15 ↑	+3	+3	+5 ↑

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		68	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					+5	-1	0	-1

Communication	My supervisor communicates effectively		77	13	10	77%	+9	-3	-1	-3
	My SES manager communicates effectively		67	18	14	67%	+8	-2	-1	-3
	Internal communication within my agency is effective		60	24	16	60%	+8	+3	+4	+4

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup		67	15	18	67%	+10	-2	+1	-1
	Staff are consulted about change at work		52	33	15	52%	+17	+2	+3	+3
	Change is managed well in my agency		38	33	29	38%	+7	-6	-2	-3

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills		76%	-4	-3	-3	-6 ↓
I have a choice in deciding how I do my work		72%	+7 ↑	+8 ↑	+5 ↑	0
Where appropriate, I am able to take part in decisions that affect my job		74%	+11 ↑	+4	+4	+1
I am clear what my duties and responsibilities are		74%	+6 ↑	-7 ↓	-6 ↓	-7 ↓
I am satisfied with the recognition I receive for doing a good job		64%	+11 ↑	-3	-1	-4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		58%	+11 ↑	-3	-2	-2
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		80%	+13 ↑	+4	+4	+2
I am satisfied with the stability and security of my job		69%	+21 ↑	-12 ↓	-5 ↓	-10 ↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		92%	+7 ↑	+14 ↑	+11 ↑	+10 ↑

KEY

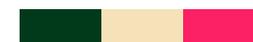


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 52%; background-color: #004d00; color: white; text-align: center;">52</div><div style="width: 32%; background-color: #f0c000; color: white; text-align: center;">32</div><div style="width: 15%; background-color: #e91e63; color: white; text-align: center;">15</div></div>	52%	+13 ⬆️	-10 ⬇️	-8 ⬇️	-7 ⬇️
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: 88%; background-color: #004d00; color: white; text-align: center;">88</div><div style="width: 12%; background-color: #f0c000; color: white; text-align: center;">12</div><div style="width: 0%; background-color: #e91e63; color: white; text-align: center;">0</div></div>	88%	0	-4	-4	-4
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 77%; background-color: #004d00; color: white; text-align: center;">77</div><div style="width: 19%; background-color: #f0c000; color: white; text-align: center;">19</div><div style="width: 4%; background-color: #e91e63; color: white; text-align: center;">4</div></div>	77%	+14 ⬆️	-8 ⬇️	-6 ⬇️	-7 ⬇️

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work	<div style="width: 30%; background-color: #004d00;"></div>	30%	-6 ⬇️	+7 ⬆️	+1	+2
Slightly above capacity - lots of work to do	<div style="width: 43%; background-color: #004d00;"></div>	43%	+7 ⬆️	+2	+2	+2
At capacity - about the right amount of work to do	<div style="width: 21%; background-color: #004d00;"></div>	21%	-2	-8 ⬇️	-2	-4
Slightly below capacity - available for more work	<div style="width: 5%; background-color: #004d00;"></div>	5%	+2	-1	0	0
Well below capacity - not enough work	<div style="width: 1%; background-color: #004d00;"></div>	1%	-2	0	0	0

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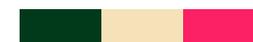


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		83%	+9	+4	+7	+5
My supervisor actively ensures that everyone can be included in workplace activities		81%	-	-2	+1	-1
I receive the respect I deserve from my colleagues at work		80%	+4	-2	-1	-1

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		6%	-2	-9	-6	-7
Flexible hours of work		23%	+2	-4	-3	-5
Compressed work week		2%	+1	0	0	0
Job sharing		0%	0	0	0	0
Working away from the office/working from home		87%	+7	+32	+23	+20
None of the above		7%	-7	-19	-15	-13

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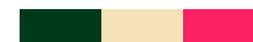


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		67	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	86	12	86%	-1	+4	+4	+2
	My immediate supervisor encourages me to come up with new or better ways of doing things	76	16	8	76%	+2	+3	+4
	People are recognised for coming up with new and innovative ways of working	64	25	11	64%	+9 ⬆️	+4	+7 ⬆️
	My agency inspires me to come up with new or better ways of doing things	60	27	13	60%	+18 ⬆️	+8 ⬆️	+6 ⬆️
	My agency recognises and supports the notion that failure is a part of innovation	44	35	20	44%	+17 ⬆️	+5 ⬆️	+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		73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	75	18 7	75%	+6 ↑	+10 ↑	+10 ↑	+10 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	72	20 8	72%	-2	+8 ↑	+9 ↑	+7 ↑
	My agency does a good job of promoting health and wellbeing	74	19 7	74%	0	+10 ↑	+11 ↑	+10 ↑
	I think my agency cares about my health and wellbeing	74	16 10	74%	+9 ↑	+12 ↑	+10 ↑	+9 ↑
	I believe my immediate supervisor cares about my health and wellbeing	85	10	85%	+7 ↑	-1	+1	-2

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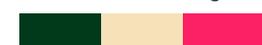


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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How often do you find your work stressful?

Always		6%	-3	+1	0	+1
Often		25%	-9 ↓	-1	-3	-1
Sometimes		49%	+8 ↑	-1	+1	0
Rarely		18%	+3	0	+1	0
Never		2%	+1	0	0	0

To what extent is your work emotionally demanding?

To a very large extent		7%	-3	0	-3	-1
To a large extent		22%	-4	+1	+1	+2
Somewhat		37%	-1	-3	0	-2
To a small extent		27%	+6 ↑	+3	+3	+3
To a very small extent		8%	+2	-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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel burned out by my work						
Strongly agree		10%	-2	+2	0	+1
Agree		22%	-5 ↓	-3	-3	-3
Neither agree nor disagree		30%	+1	-1	-2	0
Disagree		30%	+6 ↑	+1	+3	+1
Strongly disagree		8%	+1	+1	+2	+1
In general, would you say that your health is:						
Excellent		13%	+1	+2	+2	+2
Very good		35%	-1	+1	-1	-1
Good		39%	+4	+2	+2	+2
Fair		10%	-5 ↓	-5 ↓	-3	-4
Poor		3%	+1	0	0	0

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		24%	0	-3	-7 ↓	-5 ↓
Very good		55%	+5 ↑	0	+2	0
Average		16%	-4	+2	+3	+3
Below average		5%	+1	+3	+3	+3
Well below average		0%	-2	0	0	0

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

Excellent		13%	-2	-4	-6 ↓	-4
Very good		55%	+6 ↑	0	+4	0
Average		23%	-2	0	-1	+1
Below average		6%	0	+3	+2	+2
Well below average		3%	-2	+1	0	+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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	74 15 11	74%	-3	-6 ↓	-5 ↓	-7 ↓
My workgroup has the tools and resources we need to perform well	58 21 21	58%	+1	-4	0	0
The people in my workgroup use time and resources efficiently	70 18 12	70%	-1	-8 ↓	-8 ↓	-9 ↓
My workgroup can readily adapt to new priorities and tasks	79 12 9	79%	-1	-6 ↓	-5 ↓	-5 ↓
The people in my workgroup cooperate to get the job done	83 10 7	83%	+1	-5 ↓	-5 ↓	-6 ↓

KEY

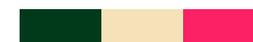


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM 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		12%	-7 ↓	+3	+2	+3
I want to leave my position within the next 12 months		26%	-1	+2	+1	+2
I want to stay working in my position for the next one to two years		38%	+3	+1	+2	-1
I want to stay working in my position for at least the next three years		24%	+5 ↑	-7 ↓	-4	-4
What best describes your plans involved with leaving your current position?						
I am planning to retire		5%	+5 ↑	-1	+1	+1
I am pursuing another position within my agency		21%	+3	-20 ↓	0	-3
I am pursuing a position in another agency		25%	-3	0	-12 ↓	-11 ↓
I am pursuing work outside the APS		20%	-5 ↓	+7 ↑	+4	+3
It is the end of my non-ongoing, casual or contracted employment		13%	+4	+9 ↑	+2	+6 ↑
Other		16%	-4	+3	+5 ↑	+4

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM 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	22%	-	-	-	-
I can receive a higher salary elsewhere	15%	-	-	-	-
Senior leadership is of a poor quality	9%	-	-	-	-
I have experienced unacceptable behaviours (such as bullying or harassment)	8%	-	-	-	-
I am looking to further my skills in another area	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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM 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		5%	-2	-5 ↓	-3	-3
No		95%	+2	+5 ↑	+3	+3
Did this discrimination occur in your current agency?						
Yes		78%	-18 ↓	-13 ↓	-8 ↓	-10 ↓
No		22%	+18 ↑	+13 ↑	+8 ↑	+10 ↑
Basis for the discrimination that you experienced (3 highest responses):						
Other		35%	-	-	-	-
Gender		22%	-	-	-	-
Race		17%	-	-	-	-

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 SMALLER OPERATIONAL AGENCIES

VARIANCE FROM MEDIUM SIZED AGENCIES

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

Yes		10%	-5 ↓	0	0	+1
No		85%	+7 ↑	0	0	-1
Not sure		5%	-3	0	0	0

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		63%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		49%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		35%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		23%	-16 ↓	-10 ↓	-12 ↓	-9 ↓
It was reported by someone else		5%	-6 ↓	-3	0	-2
I did not report the behaviour		72%	+22 ↑	+13 ↑	+12 ↑	+11 ↑

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		2%	-4	-1	-1	-1
No		93%	+8	+2	+2	+1
Not sure		4%	-1	0	0	0
Would prefer not to answer		1%	-3	-1	-1	-1
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		70%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		30%	-	-	-	-
Fraud, forgery or embezzlement		20%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		30%	+3	+10	+12	+11
It was reported by someone else		0%	-9	-16	-16	-14
I did not report the behaviour		70%	+6	+6	+4	+3
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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
How do you describe your gender?						
Man or male		41%	-4	+3	+6	+3
Woman or female		54%	+1	-5	-7	-4
Non-binary		0%	0	0	0	0
I use a different term		0%	0	0	0	0
Prefer not to say		5%	+2	+2	+1	+1
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		2%	+1	-2	-2	0
No		98%	-1	+2	+2	0
Do you have an ongoing disability?						
Yes		4%	-1	-5	-3	-4
No		96%	+1	+5	+3	+4

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you have carer responsibilities?						
Yes		43%	+6	+1	+5	+3
No		57%	-6	-1	-5	-3
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		6%	+1	-2	-3	-3
No		94%	-1	+2	+3	+3
In which country were you born?						
Australia		62%	0	-15	-14	-13
Other country		38%	0	+15	+14	+13
Do you speak a language other than English at home?						
No, English only		73%	-4	-8	-8	-8
Yes, other		27%	+4	+8	+8	+8

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.

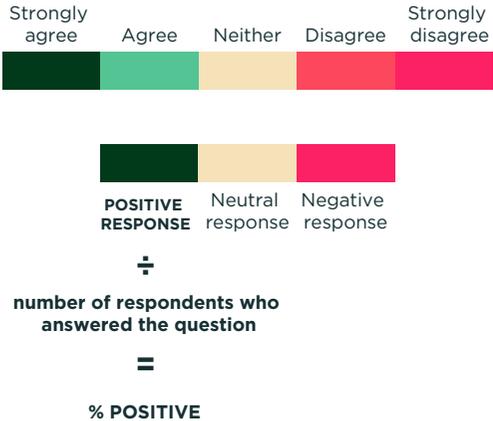
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.