

Highlights Report

PSR

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RESPONSES:
17 of 26

RESPONSE RATE:
65%



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 86%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	100	100%	+6 ↑	+27 ↑	+26 ↑	+27 ↑
	I am proud to work in my agency	100	100%	+6 ↑	+24 ↑	+20 ↑	+20 ↑
	I would recommend my agency as a good place to work	100	100%	+6 ↑	+32 ↑	+28 ↑	+35 ↑
	I believe strongly in the purpose and objectives of my agency	100	100%	+6 ↑	+17 ↑	+12 ↑	+12 ↑
STAY	I feel a strong personal attachment to my agency	94	94%	+17 ↑	+29 ↑	+25 ↑	+28 ↑
	I feel committed to my agency's goals	100	100%	+13 ↑	+18 ↑	+15 ↑	+15 ↑
STRIVE	I suggest ideas to improve our way of doing things	94	94%	+6 ↑	+9 ↑	+6 ↑	+5 ↑
	I am happy to go the 'extra mile' at work when required	100	100%	+6 ↑	+9 ↑	+7 ↑	+8 ↑
	I work beyond what is required in my job to help my agency achieve its objectives	94	94%	-6 ↓	+11 ↑	+9 ↑	+10 ↑
	My agency really inspires me to do my best work every day	88	88%	+19 ↑	+31 ↑	+26 ↑	+28 ↑

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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	81	81%	-6	+2	+2	+5
My supervisor can deliver difficult advice whilst maintaining relationships	81	81%	+5	+3	+3	+5
My supervisor invites a range of views, including those different to their own	81	81%	-	+2	0	+2
My supervisor encourages my team to regularly review and improve our work	94	94%	+6	+14	+14	+15
My supervisor is invested in my development	88	88%	-1	+14	+15	+14
My immediate supervisor encourages me	88	88%	-6	+12	+11	+12
My supervisor ensures that my workgroup delivers on what we are responsible for	94	94%	+11	+7	+8	+10
My supervisor provides me with helpful feedback to improve my performance	88	88%	-	+13	+14	+17

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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	65	29	65%	+8 ⬆️	-2	-5 ⬇️	0
My SES manager presents convincing arguments and persuades others towards an outcome	82	12	82%	-	+22 ⬆️	+17 ⬆️	+16 ⬆️
My SES manager promotes cooperation within and between agencies	71	24	71%	+2	+5 ⬆️	+1	0
My SES manager encourages innovation and creativity	71	29	71%	-	+6 ⬆️	+4	+5 ⬆️
My SES manager creates an environment that enables us to deliver our best	82	18	82%	-	+21 ⬆️	+18 ⬆️	+20 ⬆️
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	82	18	82%	+1	+9 ⬆️	+5 ⬆️	+5 ⬆️
ALL SES	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
In my agency, the SES work as a team	81	19	81%	+24 ⬆️	+28 ⬆️	+30 ⬆️	+23 ⬆️
In my agency, the SES clearly articulate the direction and priorities for our agency	81	13	81%	+24 ⬆️	+21 ⬆️	+21 ⬆️	+21 ⬆️

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

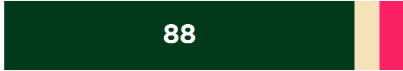






























AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor communicates effectively		88%	+5 	+6 	+6 	+8 
My SES manager communicates effectively		76%	+1	+7 	+4	+9 
In my agency, communication between SES and other employees is effective		73%	+7 	+22 	+22 	+21 
Internal communication within my agency is effective		63%	-8 	+5 	+2	+6 
When changes occur, the impacts are communicated well within my workgroup		69%	+16 	+3	0	+3
Staff are consulted about change at work		63%	-7 	+17 	+16 	+17 
Change is managed well in my agency		63%	-8 	+20 	+19 	+21 

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR































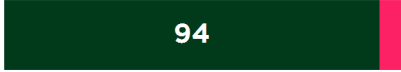










AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	 94	94%	+6 	+10 	+7 	+7 
I have a choice in deciding how I do my work	 81	81%	+1	+20 	+11 	+8 
Where appropriate, I am able to take part in decisions that affect my job	 94	94%	-	+27 	+23 	+22 
I am clear what my duties and responsibilities are	 81	81%	-5 	+3	+3	+7 
I am satisfied with the recognition I receive for doing a good job	 81	81%	-1	+15 	+13 	+14 
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	 82	82%	+6 	+17 	+17 	+13 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	 100	100%	+6 	+23 	+18 	+24 
I am satisfied with the stability and security of my job	 94	94%	+11 	+14 	+13 	+20 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	 94	94%	-	+19 	+13 	+18 

KEY



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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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100px;"> <div style="background-color: #004d00; color: white; padding: 5px; text-align: center;">56</div> <div style="background-color: #f0e68c; padding: 5px; text-align: center;">31</div> <div style="background-color: #e91e63; color: white; padding: 5px; text-align: center;">13</div> </div>	56%	-3	-7 ↓	-6 ↓	+4
I understand how my role contributes to achieving an outcome for the Australian public	<div style="background-color: #004d00; color: white; padding: 5px; text-align: center;">100</div>	100%	+12 ↑	+10 ↑	+9 ↑	+12 ↑
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100px;"> <div style="background-color: #004d00; color: white; padding: 5px; text-align: center;">94</div> <div style="background-color: #f0e68c; padding: 5px; text-align: center;">6</div> </div>	94%	-6 ↓	+12 ↑	+11 ↑	+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	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		24%	+11 	-1	-5 	-4
Slightly above capacity – lots of work to do		53%	+15 	+12 	+13 	+12 
At capacity – about the right amount of work to do		18%	-14 	-11 	-8 	-7 
Slightly below capacity – available for more work		6%	-13 	0	+1	+1
Well below capacity – not enough work		0%	0	-1	-1	-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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	100	100%	+6 ↑	+21 ↑	+21 ↑	+25 ↑
My supervisor actively supports people from diverse backgrounds	94	94%	-	+14 ↑	+17 ↑	+18 ↑
I receive the respect I deserve from my colleagues at work	94	94%	0	+14 ↑	+13 ↑	+15 ↑

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 82%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY 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	88	12	88%	-	+1	0	0
	My immediate supervisor encourages me to come up with new or better ways of doing things	88		88%	-	+13	+12	+12
	People are recognised for coming up with new and innovative ways of working	94		94%	-	+32	+32	+35
	My agency inspires me to come up with new or better ways of doing things	100		100%	+25	+52	+52	+51
	My agency recognises and supports the notion that failure is a part of innovation	73	20	73%	-	+37	+36	+37

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

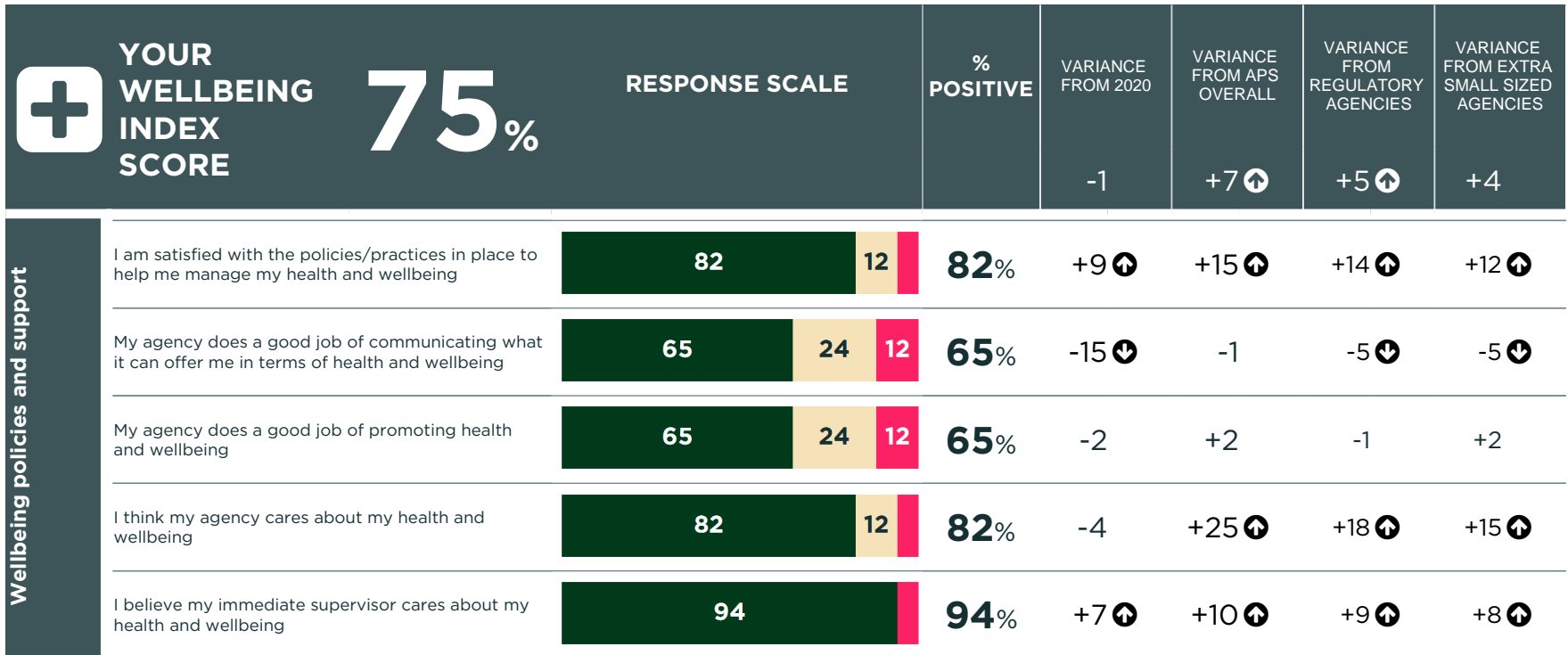


WELLBEING POLICIES AND SUPPORT



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.



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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		6%	-	0	-1	+1
Often		18%	-	-11 ↓	-11 ↓	-11 ↓
Sometimes		53%	-	+5 ↑	+6 ↑	+6 ↑
Rarely		12%	-	-4	-4	-6 ↓
Never		12%	-	+10 ↑	+10 ↑	+10 ↑

To what extent is your work emotionally demanding?

To a very large extent		0%	0	-8 ↓	-9 ↓	-6 ↓
To a large extent		6%	-17 ↓	-17 ↓	-16 ↓	-15 ↓
Somewhat		53%	+30 ↑	+13 ↑	+15 ↑	+13 ↑
To a small extent		18%	-5 ↓	-4	-5 ↓	-5 ↓
To a very small extent		24%	0	+16 ↑	+15 ↑	+14 ↑

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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		6%	-1	-3	-5 ↓	-2
Agree		35%	+21 ↑	+10 ↑	+11 ↑	+10 ↑
Neither agree nor disagree		18%	-18 ↓	-13 ↓	-11 ↓	-11 ↓
Disagree		18%	-11 ↓	-10 ↓	-11 ↓	-11 ↓
Strongly disagree		24%	+9 ↑	+16 ↑	+16 ↑	+14 ↑
In general, would you say that your health is:						
Excellent		18%	-	+6 ↑	+5 ↑	+5 ↑
Very good		47%	-	+12 ↑	+11 ↑	+9 ↑
Good		24%	-	-12 ↓	-10 ↓	-10 ↓
Fair		12%	-	-2	-2	-2
Poor		0%	-	-4	-3	-2

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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance:

Excellent		24%	-	-3	-6 ↓	-3
Very good		71%	-	+15 ↑	+17 ↑	+12 ↑
Average		6%	-	-9 ↓	-9 ↓	-7 ↓
Below average		0%	-	-2	-2	-1
Well below average		0%	-	-1	-1	-1

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

Excellent		35%	-	+20 ↑	+18 ↑	+16 ↑
Very good		59%	-	+3	+2	+3
Average		6%	-	-18 ↓	-15 ↓	-14 ↓
Below average		0%	-	-3	-4	-4
Well below average		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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	94	94%	+11	+13	+10	+6
My workgroup has the tools and resources we need to perform well	88	88%	-1	+24	+29	+27
The people in my workgroup use time and resources efficiently	88	88%	+17	+10	+10	+8
My workgroup can readily adapt to new priorities and tasks	88	88%	+5	+2	+1	+1
The people in my workgroup cooperate to get the job done	87	87%	+10	0	-2	-2

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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL 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	0%	-	-10 ↓	-10 ↓	-11 ↓
I want to leave my position within the next 12 months	13%	-	-10 ↓	-10 ↓	-10 ↓
I want to stay working in my position for the next one to two years	44%	-	+7 ↑	+4	-1
I want to stay working in my position for at least the next three years	44%	-	+12 ↑	+16 ↑	+22 ↑
What best describes your plans involved with leaving your current position?					
I am planning to retire	0%	-	-6 ↓	-3	-4
I am pursuing another position within my agency	50%	-	+8 ↑	+18 ↑	+39 ↑
I am pursuing a position in another agency	50%	-	+25 ↑	+15 ↑	+6 ↑
I am pursuing work outside the APS	0%	-	-11 ↓	-15 ↓	-21 ↓
It is the end of my non-ongoing, casual or contracted employment	0%	-	-3	-3	-8 ↓
Other	0%	-	-13 ↓	-11 ↓	-12 ↓

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 REGULATORY 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		0%	0	-11↓	-9↓	-8↓
No		100%	+7↑	+11↑	+9↑	+8↑
Did this discrimination occur in your current agency?						
Yes		-	-	-	-	-
No		-	-	-	-	-

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

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

	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Yes	0%	0	-12 ↓	-10 ↓	-11 ↓
No	93%	-7 ↓	+12 ↑	+9 ↑	+11 ↑
Not sure	7%	+7 ↑	0	+1	0

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	-	-	-	-	-
It was reported by someone else	-	-	-	-	-
I did not report the behaviour	-	-	-	-	-

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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?

Yes		0%	0	-4	-4	-5 ↓
No		94%	-6 ↓	+5 ↑	+4	+8 ↑
Not sure		6%	+6 ↑	+1	+2	0
Would prefer not to answer		0%	0	-2	-2	-3

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	-	-	-	-	-
It was reported by someone else	-	-	-	-	-
I did not report the behaviour	-	-	-	-	-

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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES	
How do you describe your gender?						
Man or male		18%	+6	-20	-20	-12
Woman or female		76%	-12	+17	+19	+11
Non-binary		0%	-	0	0	0
I use a different term		0%	-	0	0	-
Prefer not to say		6%	+6	+3	+1	+1
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		0%	0	-4	-2	-2
No		100%	0	+4	+2	+2
Do you have an ongoing disability?						
Yes		12%	+6	+2	+4	+5
No		88%	-6	-2	-4	-5

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 REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		24%	-12 ↓	-16 ↓	-18 ↓	-15 ↓
No		76%	+12 ↑	+16 ↑	+18 ↑	+15 ↑
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		0%	0	-7 ↓	-8 ↓	-10 ↓
No		100%	0	+7 ↑	+8 ↑	+10 ↑
In which country were you born?						
Australia		94%	-	+17 ↑	+17 ↑	+16 ↑
Other country		6%	-	-17 ↓	-17 ↓	-16 ↓
Do you speak a language other than English at home?						
No, English only		82%	-	+2	0	-2
Yes, other		18%	-	-2	0	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

AGENCY POSITION



AGENCY POSITION

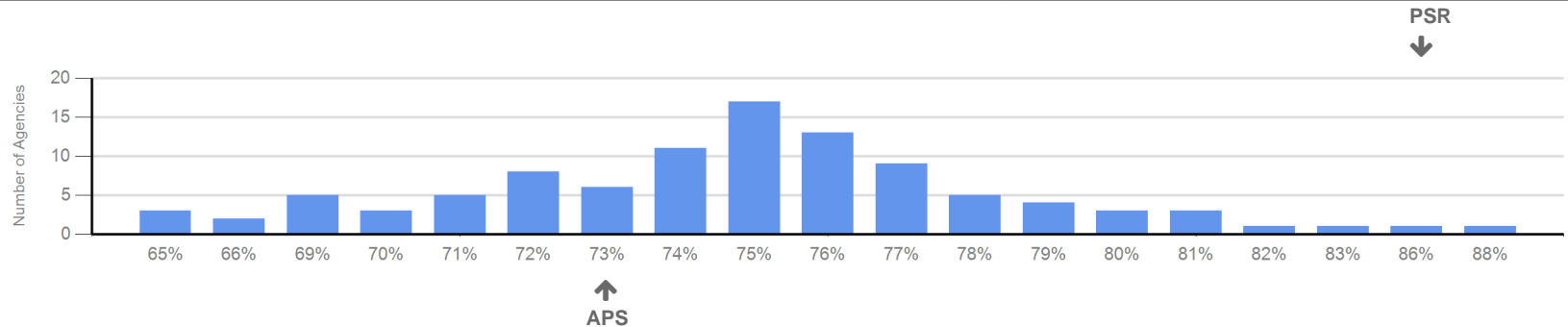
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, WELLBEING AND INNOVATION INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE OVERALL APS INDEX SCORE AND THE SCORES OF OTHER AGENCIES.

ALONG THE LINE (Y-AXIS) ARE THE INDEX SCORES. THE HEIGHT OF THE BAR (X-AXIS) IS HOW MANY AGENCIES HAVE THAT INDEX SCORE.

PLEASE NOTE, THE Y-AXIS VALUES ARE NOT CONSECUTIVE AS ONLY INDEX SCORES RECEIVED BY AN AGENCY ARE REPRESENTED.

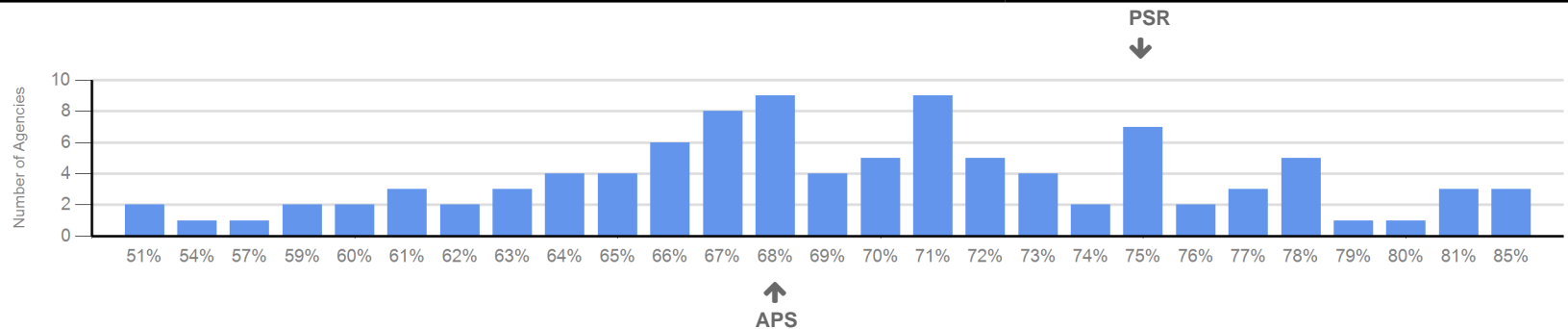
Engagement

Ranking : 2nd of 101



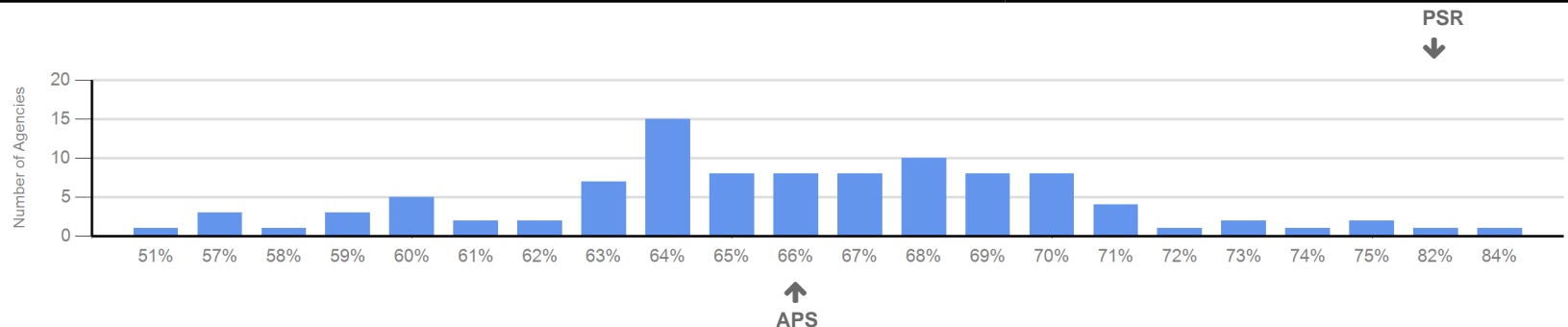
Wellbeing

Ranking : 25th of 101



Innovation

Ranking : 2nd of 101



SUGGESTED QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR AGENCY AND ASSOCIATED WITH EMPLOYEE ENGAGEMENT.


THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

		AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
.1	My agency supports and actively promotes an inclusive workplace culture			100%	+6	+21	+21	+25
.2	My agency inspires me to come up with new or better ways of doing things			100%	+25	+52	+52	+51
.3	Internal communication within my agency is effective			63%	-8	+5	+2	+6
.4	Change is managed well in my agency			63%	-8	+20	+19	+21
.5	Where appropriate, I am able to take part in decisions that affect my job			94%	-	+27	+23	+22
.6	I am satisfied with the recognition I receive for doing a good job			81%	-1	+15	+13	+14


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.