



Highlights Report **NOPSEMA**



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RESPONSES:

104 of 121

RESPONSE RATE:

86%

EXPLORING YOUR RESULTS



Take time to understand your report. Consider your response rate to determine how representative your results are of the views of your colleagues.



Most questions in this report have information about the proportion of colleagues responding positively, neutrally or negatively.



Identify the areas where you are performing well. These will tend to be high results which are notably above any comparative results. Celebrate these results.



Identify areas that need improvement. These will be the lower results, and/or those which are scoring notably below your comparators.



Generally a difference of ± 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



HOW ENGAGED IS YOUR TEAM?

EMPLOYEE ENGAGEMENT SCORES AREN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR AN AGENCY. IT IS A MEASURE OF THE EMOTIONAL CONNECTION AND COMMITMENT EMPLOYEES HAVE TO WORKING FOR THE AGENCY.

YOUR EMPLOYEE ENGAGEMENT SCORE		76%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	76	17		76%	-6↓	+3	+2	+1
	I am proud to work in my agency	83	14		83%	-2	+7↑	+3	+3
	I would recommend my agency as a good place to work	72	17	11	72%	-8↓	+4	0	+2
	I believe strongly in the purpose and objectives of my agency	85	13		85%	-6↓	+3	-2	-1
STAY	I feel a strong personal attachment to my agency	70	21	9	70%	-5↓	+5↑	+1	+1
	I feel committed to my agency's goals	85	14		85%	-1	+3	0	+1
STRIVE	I suggest ideas to improve our way of doing things	91			91%	0	+7↑	+4	+3
	I am happy to go the 'extra mile' at work when required	93			93%	+1	+2	0	+1
	I work beyond what is required in my job to help my agency achieve its objectives	81	15		81%	-8↓	-1	-4	-3
	My agency really inspires me to do my best work every day	54	30	16	54%	-10↓	-2	-7↓	-3

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 SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	63	17	20	63%	-17 ↓	-17 ↓	-16 ↓	-13 ↓
My supervisor can deliver difficult advice whilst maintaining relationships	66	20	13	66%	-9 ↓	-12 ↓	-12 ↓	-9 ↓
My supervisor invites a range of views, including those different to their own	66	19	14	66%	-	-13 ↓	-15 ↓	-11 ↓
My supervisor encourages my team to regularly review and improve our work	67	20	13	67%	-8 ↓	-13 ↓	-13 ↓	-10 ↓
My supervisor is invested in my development	58	23	19	58%	-8 ↓	-16 ↓	-15 ↓	-11 ↓
My immediate supervisor encourages me	62	19	20	62%	-9 ↓	-14 ↓	-15 ↓	-13 ↓
My supervisor ensures that my workgroup delivers on what we are responsible for	74	17	9	74%	-6 ↓	-12 ↓	-12 ↓	-10 ↓
My supervisor provides me with helpful feedback to improve my performance	55	27	18	55%	-	-20 ↓	-19 ↓	-15 ↓

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 SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	54	23	22	54%	-1	-13 ⬇	-15 ⬇	-9 ⬇
My SES manager presents convincing arguments and persuades others towards an outcome	59	19	23	59%	-	-2	-7 ⬇	-3
My SES manager promotes cooperation within and between agencies	66	27	7	66%	+1	0	-4	0
My SES manager encourages innovation and creativity	66	25	10	66%	-	+1	-1	+3
My SES manager creates an environment that enables us to deliver our best	48	25	27	48%	-	-14 ⬇	-17 ⬇	-13 ⬇
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	69	17	14	69%	+1	-4	-8 ⬇	-4
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
In my agency, the SES work as a team	36	29	36	36%	-18 ⬇	-17 ⬇	-16 ⬇	-15 ⬇
In my agency, the SES clearly articulate the direction and priorities for our agency	44	23	33	44%	-16 ⬇	-16 ⬇	-16 ⬇	-11 ⬇

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 SMALL SIZED AGENCIES
My supervisor communicates effectively	65 17 17	65%	-13↓	-16↓	-16↓	-14↓
My SES manager communicates effectively	56 19 24	56%	-6↓	-13↓	-16↓	-11↓
In my agency, communication between SES and other employees is effective	36 23 42	36%	-20↓	-15↓	-15↓	-13↓
Internal communication within my agency is effective	48 26 26	48%	-7↓	-10↓	-13↓	-9↓
When changes occur, the impacts are communicated well within my workgroup	66 11 23	66%	-2	0	-2	0
Staff are consulted about change at work	42 27 30	42%	-3	-3	-5↓	-1
Change is managed well in my agency	28 25 46	28%	-11↓	-14↓	-15↓	-12↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	88	88%	-4	+3	+1	+1
I have a choice in deciding how I do my work	76	76%	+5 ⬆	+15 ⬆	+6 ⬆	+3
Where appropriate, I am able to take part in decisions that affect my job	66	66%	-	-1	-5 ⬇	-3
I am clear what my duties and responsibilities are	81	81%	-2	+3	+3	+4
I am satisfied with the recognition I receive for doing a good job	62	62%	-5 ⬇	-5 ⬇	-7 ⬇	-6 ⬇
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	84	84%	+2	+18 ⬆	+18 ⬆	+18 ⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	78	78%	+4	+1	-4	-1
I am satisfied with the stability and security of my job	73	73%	+4	-7 ⬇	-8 ⬇	-2
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	62	62%	-	-14 ⬇	-20 ⬇	-16 ⬇

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 SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div> <div>54</div> <div>35</div> <div>11</div> </div>	54%	+4	-9⬇️	-8⬇️	-2
I understand how my role contributes to achieving an outcome for the Australian public	<div> <div>92</div> <div></div> <div></div> </div>	92%	+1	+2	+1	+3
I believe strongly in the purpose and objectives of the APS	<div> <div>83</div> <div>15</div> <div></div> </div>	83%	0	+1	0	+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	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		20%	-2	-4	-8 ↓	-5 ↓
Slightly above capacity – lots of work to do		51%	+6 ↑	+11 ↑	+12 ↑	+10 ↑
At capacity – about the right amount of work to do		22%	-4	-6 ↓	-3	-4
Slightly below capacity – available for more work		4%	-1	-2	-1	-2
Well below capacity – not enough work		2%	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 SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	68 19 13	68%	0	-11 ↓	-12 ↓	-8 ↓
My supervisor actively supports people from diverse backgrounds	58 36	58%	-	-21 ↓	-19 ↓	-17 ↓
I receive the respect I deserve from my colleagues at work	71 21 9	71%	-2	-10 ↓	-11 ↓	-7 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

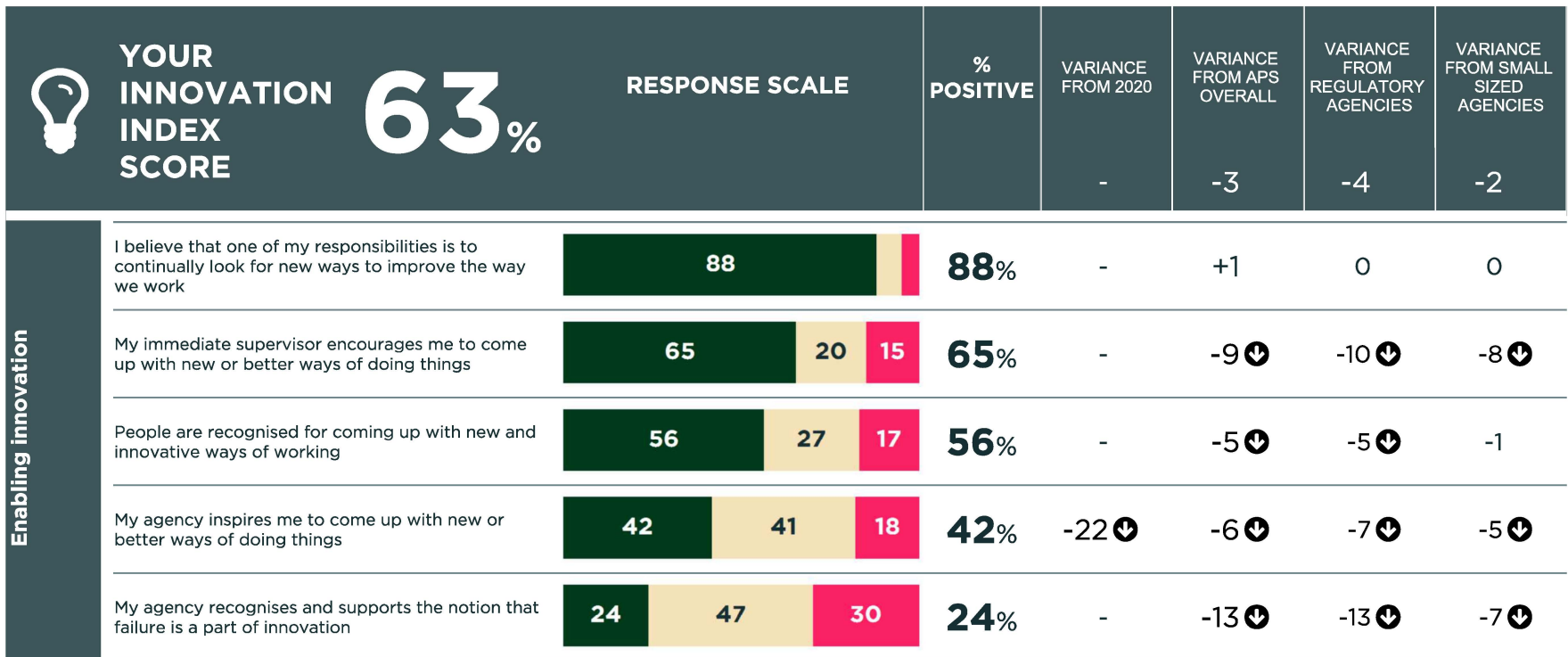


ENABLING INNOVATION



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.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

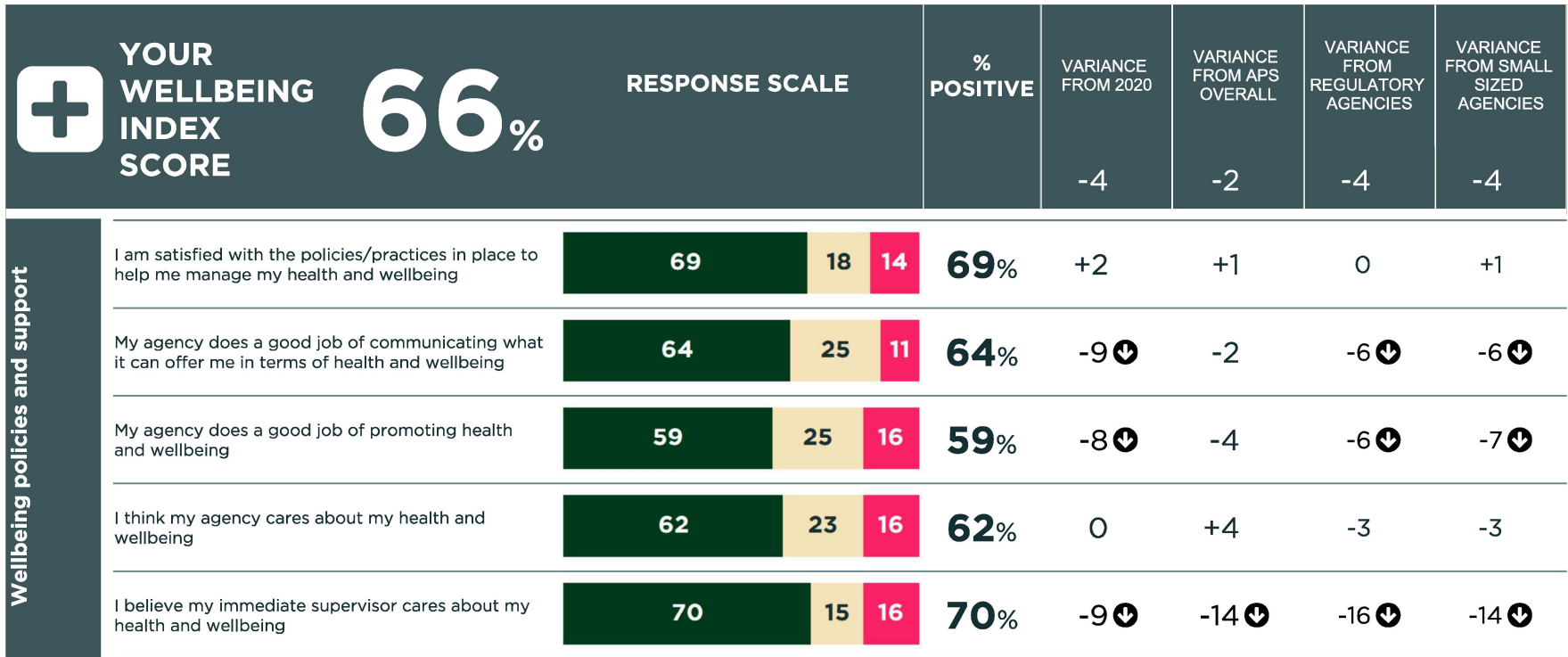


WELLBEING POLICIES AND SUPPORT



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

Always		0%	-	-6 ↓	-6 ↓	-5 ↓
Often	<div></div>	30%	-	+2	+1	+2
Sometimes	<div></div>	52%	-	+4	+5 ↑	+4
Rarely	<div></div>	16%	-	0	0	-1
Never	<div></div>	2%	-	0	0	0

To what extent is your work emotionally demanding?

To a very large extent	<div></div>	2%	-1	-6 ↓	-7 ↓	-5 ↓
To a large extent	<div></div>	22%	+4	-1	0	0
Somewhat	<div></div>	39%	-9 ↓	-1	+1	0
To a small extent	<div></div>	32%	+11 ↑	+10 ↑	+9 ↑	+8 ↑
To a very small extent	<div></div>	6%	-5 ↓	-1	-2	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree	<div></div>	2%	-1	-7↓	-8↓	-7↓
Agree	<div></div>	23%	-4	-2	-2	-1
Neither agree nor disagree	<div></div>	34%	0	+3	+5↑	+5↑
Disagree	<div></div>	33%	+8↑	+5↑	+5↑	+4
Strongly disagree	<div></div>	8%	-4	+1	0	-1
In general, would you say that your health is:						
Excellent	<div></div>	20%	-	+8↑	+7↑	+6↑
Very good	<div></div>	38%	-	+3	+1	+1
Good	<div></div>	32%	-	-4	-2	-1
Fair	<div></div>	9%	-	-5↓	-5↓	-5↓
Poor	<div></div>	2%	-	-2	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance:

Excellent	<div></div>	21%	-	-5↓	-8↓	-8↓
Very good	<div></div>	51%	-	-4	-2	-1
Average	<div></div>	26%	-	+11↑	+12↑	+10↑
Below average	<div></div>	1%	-	-1	-1	-1
Well below average		0%	-	-1	-1	0

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

Excellent	<div></div>	10%	-	-6↓	-8↓	-9↓
Very good	<div></div>	57%	-	+2	+1	+4
Average	<div></div>	30%	-	+6↑	+9↑	+8↑
Below average	<div></div>	2%	-	-1	-1	-2
Well below average	<div></div>	1%	-	-1	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	86 9	86%	-4	+5	+2	+2
My workgroup has the tools and resources we need to perform well	56 27 17	56%	-11	-8	-3	-4
The people in my workgroup use time and resources efficiently	69 19 12	69%	-9	-8	-8	-9
My workgroup can readily adapt to new priorities and tasks	81 13	81%	-4	-5	-6	-5
The people in my workgroup cooperate to get the job done	83 13	83%	-1	-4	-6	-5

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 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	<div></div>	5%	-	-5 ↓	-5 ↓	-4
I want to leave my position within the next 12 months	<div></div>	15%	-	-7 ↓	-8 ↓	-7 ↓
I want to stay working in my position for the next one to two years	<div></div>	33%	-	-3	-6 ↓	-4
I want to stay working in my position for at least the next three years	<div></div>	47%	-	+15 ↑	+19 ↑	+15 ↑

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	<div></div>	30%	-	-12 ↓	-2	+12 ↑
I am pursuing a position in another agency	<div></div>	20%	-	-5 ↓	-15 ↓	-25 ↓
I am pursuing work outside the APS	<div></div>	40%	-	+29 ↑	+25 ↑	+22 ↑
It is the end of my non-ongoing, casual or contracted employment	<div></div>	5%	-	+2	+2	+1
Other	<div></div>	5%	-	-8 ↓	-6 ↓	-6 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION




EMPLOYEES WHO WANTED TO LEAVE WERE ASKED FOR THE PRIMARY REASON BEHIND THEIR DESIRE TO LEAVE AND COULD SELECT ONE RESPONSE FROM A LIST OF ITEMS.

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

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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What is the primary reason behind your desire to leave your current position? (3 highest responses):

There is a lack of future career opportunities in my agency		22%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		17%	-	-	-	-
My expectations for work in my current position have not been met		11%	-	-	-	-

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 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	<div></div>	7%	-1	-4	-2	-4
No	<div></div>	93%	+1	+4	+2	+4

Did this discrimination occur in your current agency?

Yes	<div></div>	100%	0	+6 ↑	+7 ↑	+7 ↑
No		0%	0	-6 ↓	-7 ↓	-7 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

UNACCEPTABLE BEHAVIOUR



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

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

HARASSMENT AND BULLYING

RESPONSE SCALE

%

VARIANCE FROM 2020

VARIANCE FROM APS OVERALL

VARIANCE FROM REGULATORY AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		18%	+1	+6 ↑	+8 ↑	+6 ↑
No		77%	0	-5 ↓	-7 ↓	-5 ↓
Not sure		5%	-1	-1	0	-1

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		44%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		44%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		39%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		24%	-	-10 ↓	-11 ↓	-12 ↓
It was reported by someone else		0%	-	-7 ↓	-7 ↓	-6 ↓
I did not report the behaviour		76%	-	+17 ↑	+18 ↑	+18 ↑

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 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	<div></div>	5%	0	+1	+1	0
No	<div></div>	85%	-3	-4	-6 ↓	-2
Not sure	<div></div>	6%	+3	+2	+2	+1
Would prefer not to answer	<div></div>	4%	0	+2	+2	+1

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	40%	-	+20 ↑	+18 ↑	+19 ↑
It was reported by someone else	<div></div>	20%	-	+5 ↑	+6 ↑	+4
I did not report the behaviour	<div></div>	40%	-	-25 ↓	-24 ↓	-23 ↓

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 SMALL SIZED AGENCIES
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How do you describe your gender?

Man or male	<div></div>	55%	0	+18	+17	+18
Woman or female	<div></div>	39%	-3	-20	-18	-18
Non-binary	<div></div>	1%	-	+1	+1	0
I use a different term		0%	-	0	0	0
Prefer not to say	<div></div>	5%	+2	+2	0	0

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

Yes		0%	0	-4	-2	-2
No	<div></div>	100%	0	+4	+2	+2

Do you have an ongoing disability?

Yes	<div></div>	4%	0	-5	-4	-4
No	<div></div>	96%	0	+5	+4	+4

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 SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes	<div></div>	34%	-1	-6 ↓	-7 ↓	-6 ↓
No	<div></div>	66%	+1	+6 ↑	+7 ↑	+6 ↑
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?						
Yes	<div></div>	6%	+2	-1	-2	-3
No	<div></div>	94%	-2	+1	+2	+3
In which country were you born?						
Australia	<div></div>	44%	-	-33 ↓	-33 ↓	-32 ↓
Other country	<div></div>	56%	-	+33 ↑	+33 ↑	+32 ↑
Do you speak a language other than English at home?						
No, English only	<div></div>	90%	-	+10 ↑	+7 ↑	+6 ↑
Yes, other	<div></div>	10%	-	-10 ↓	-7 ↓	-6 ↓

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.

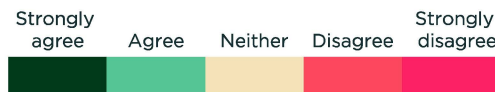
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



$$\begin{array}{c} \div \\ \text{number of respondents who} \\ \text{answered the question} \\ = \\ \% \text{ POSITIVE} \end{array}$$

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	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.