

# Highlights Report OCO



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RESPONSES:  
**208 of 268**

RESPONSE RATE:  
**78%**

# 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 <b>73%</b>		RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	71	17	13	71%	-5 ↓	-3	-5 ↓	-4
	I am proud to work in my agency	79	17	4	79%	-4	+3	-4	-1
	I would recommend my agency as a good place to work	67	20	12	67%	-8 ↓	-1	-5 ↓	-2
	I believe strongly in the purpose and objectives of my agency	86	12	2	86%	-5 ↓	+3	-1	0
STAY	I feel a strong personal attachment to my agency	65	22	13	65%	-6 ↓	0	-7 ↓	-4
	I feel committed to my agency's goals	84	14	2	84%	-7 ↓	+2	-1	0
STRIVE	I suggest ideas to improve our way of doing things	86	11	3	86%	-4	+1	-1	-2
	I am happy to go the 'extra mile' at work when required	86	11	3	86%	-5 ↓	-5 ↓	-6 ↓	-6 ↓
	I work beyond what is required in my job to help my agency achieve its objectives	80	17	3	80%	0	-3	-4	-5 ↓
	My agency really inspires me to do my best work every day	55	30	16	55%	-6 ↓	-1	-4	-3

### KEY

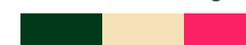


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges		<b>77%</b>	-4	-2	-2	+1
My supervisor can deliver difficult advice whilst maintaining relationships		<b>78%</b>	-1	-1	-1	+2
My supervisor invites a range of views, including those different to their own		<b>78%</b>	-	-2	-2	+1
My supervisor encourages my team to regularly review and improve our work		<b>78%</b>	-3	-2	-1	0
My supervisor is invested in my development		<b>71%</b>	0	-3	-2	+2
My immediate supervisor encourages me		<b>77%</b>	+5 	+1	0	+2
My supervisor ensures that my workgroup delivers on what we are responsible for		<b>83%</b>	-1	-4	-4	-1
My supervisor provides me with helpful feedback to improve my performance		<b>73%</b>	-	-1	0	+3

## KEY

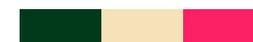


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	60	21	20	60%	-8↓	-7↓	-7↓	-4
My SES manager presents convincing arguments and persuades others towards an outcome	53	32	15	53%	-	-8↓	-8↓	-9↓
My SES manager promotes cooperation within and between agencies	58	31	11	58%	-13↓	-8↓	-8↓	-8↓
My SES manager encourages innovation and creativity	54	30	16	54%	-	-10↓	-9↓	-9↓
My SES manager creates an environment that enables us to deliver our best	51	31	18	51%	-	-11↓	-11↓	-10↓
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	64	25	11	64%	-10↓	-9↓	-11↓	-9↓
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
In my agency, the SES work as a team	50	33	17	50%	-13↓	-3	-2	-1
In my agency, the SES clearly articulate the direction and priorities for our agency	43	32	24	43%	-20↓	-17↓	-15↓	-12↓

## 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My supervisor communicates effectively		81%	0	-1	-1	+1
My SES manager communicates effectively		60%	-15↓	-9↓	-10↓	-8↓
In my agency, communication between SES and other employees is effective		42%	-18↓	-9↓	-7↓	-6↓
Internal communication within my agency is effective		47%	-14↓	-11↓	-12↓	-9↓
When changes occur, the impacts are communicated well within my workgroup		58%	-14↓	-8↓	-10↓	-9↓
Staff are consulted about change at work		38%	-10↓	-7↓	-6↓	-5↓
Change is managed well in my agency		35%	-20↓	-8↓	-6↓	-6↓

## KEY

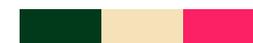


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		<b>81%</b>	-7↓	-3	-7↓	-5↓
I have a choice in deciding how I do my work		<b>69%</b>	+2	+8↑	-3	-4
Where appropriate, I am able to take part in decisions that affect my job		<b>65%</b>	-	-2	-7↓	-4
I am clear what my duties and responsibilities are		<b>75%</b>	-10↓	-3	-3	-2
I am satisfied with the recognition I receive for doing a good job		<b>64%</b>	-6↓	-2	-4	-3
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		<b>59%</b>	-8↓	-6↓	-4	-6↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		<b>73%</b>	-4	-3	-7↓	-5↓
I am satisfied with the stability and security of my job		<b>68%</b>	-2	-12↓	-8↓	-7↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		<b>73%</b>	-	-2	-7↓	-4

## KEY

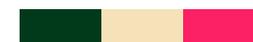


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; align-items: center;"> <div style="width: 70%; height: 20px; background-color: #1a4d2d; margin-right: 5px;"></div> <div style="width: 25%; height: 20px; background-color: #f0c86d; margin-right: 5px;"></div> <div style="width: 5%; height: 20px; background-color: #e91e63;"></div> </div>	70%	+4	+6 	+13 	+14 
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; align-items: center;"> <div style="width: 86%; height: 20px; background-color: #1a4d2d; margin-right: 5px;"></div> <div style="width: 11%; height: 20px; background-color: #f0c86d; margin-right: 5px;"></div> <div style="width: 3%; height: 20px; background-color: #e91e63;"></div> </div>	86%	-4	-4	-5 	-3
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; align-items: center;"> <div style="width: 83%; height: 20px; background-color: #1a4d2d; margin-right: 5px;"></div> <div style="width: 14%; height: 20px; background-color: #f0c86d; margin-right: 5px;"></div> <div style="width: 3%; height: 20px; background-color: #e91e63;"></div> </div>	83%	-8 	+2	+3	+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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Well above capacity – too much work	32%	+16	+8	+7	+7
Slightly above capacity – lots of work to do	37%	-11	-4	-6	-5
At capacity – about the right amount of work to do	27%	-3	-1	+1	+1
Slightly below capacity – available for more work	3%	-2	-3	-2	-3
Well below capacity – not enough work	1%	-1	0	0	0

<b>KEY</b>		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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		84%	+1	+5 	+3	+8 
My supervisor actively supports people from diverse backgrounds		80%	-	+1	+1	+5 
I receive the respect I deserve from my colleagues at work		81%	+4	+1	+2	+4

## KEY

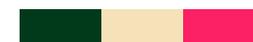


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Positive Neutral Negative



# 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		65%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM 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	87	11		87%	-	0	-2	-2
	My immediate supervisor encourages me to come up with new or better ways of doing things	74	17	8	74%	-	0	-1	+1
	People are recognised for coming up with new and innovative ways of working	57	27	16	57%	-	-5↓	-5↓	-1
	My agency inspires me to come up with new or better ways of doing things	45	35	19	45%	-19↓	-3	-3	-1
	My agency recognises and supports the notion that failure is a part of innovation	29	48	24	29%	-	-8↓	-6↓	-2

### KEY



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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 INDEX SCORE		68%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	67	20	13	67%	-13 ↓	-1	-4	-1	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	68	20	12	68%	-14 ↓	+2	-2	-1	
	My agency does a good job of promoting health and wellbeing	63	22	15	63%	-14 ↓	0	-3	-3	
	I think my agency cares about my health and wellbeing	59	22	19	59%	-15 ↓	+1	-6 ↓	-6 ↓	
	I believe my immediate supervisor cares about my health and wellbeing	83	10		83%	0	0	-3	-1	

### 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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## How often do you find your work stressful?

Always		9%	-	+3	+4	+4
Often		26%	-	-3	0	-2
Sometimes		49%	-	+1	-1	0
Rarely		16%	-	0	-1	-1
Never		0%	-	-2	-2	-2

## To what extent is your work emotionally demanding?

To a very large extent		9%	+1	+1	+3	+3
To a large extent		30%	+6 	+6 	+10 	+8 
Somewhat		32%	-7 	-8 	-9 	-7 
To a small extent		20%	+2	-2	-5 	-4
To a very small extent		10%	-2	+2	+1	+1

### 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree		<b>12%</b>	+5	+3	+4	+3
Agree		<b>26%</b>	0	+1	+2	+3
Neither agree nor disagree		<b>25%</b>	-7	-7	-5	-4
Disagree		<b>31%</b>	+1	+3	+1	+2
Strongly disagree		<b>6%</b>	0	-1	-2	-3
<b>In general, would you say that your health is:</b>						
Excellent		<b>8%</b>	-	-4	-5	-6
Very good		<b>37%</b>	-	+2	+1	0
Good		<b>35%</b>	-	0	+1	+2
Fair		<b>17%</b>	-	+3	+4	+4
Poor		<b>3%</b>	-	-1	0	0

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

Excellent		22%	-	-4	-6 ↓	-7 ↓
Very good		54%	-	-1	-1	+2
Average		18%	-	+3	+5 ↑	+3
Below average		5%	-	+3	+3	+3
Well below average		0%	-	0	0	0

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

Excellent		11%	-	-4	-6 ↓	-7 ↓
Very good		53%	-	-3	-4	0
Average		26%	-	+2	+4	+3
Below average		7%	-	+4	+4	+4
Well below average		3%	-	+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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	72   17   10	72%	-8 ↓	-8 ↓	-11 ↓	-11 ↓
My workgroup has the tools and resources we need to perform well	50   22   28	50%	-15 ↓	-13 ↓	-12 ↓	-10 ↓
The people in my workgroup use time and resources efficiently	76   15   8	76%	0	-1	-3	-2
My workgroup can readily adapt to new priorities and tasks	83   11   6	83%	-6 ↓	-3	-3	-2
The people in my workgroup cooperate to get the job done	84   11   5	84%	-7 ↓	-4	-5 ↓	-4

## KEY

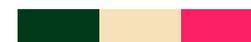


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>Which of the following statements best reflects your current thoughts about working in your current position?</b>						
I want to leave my position as soon as possible		<b>13%</b>	-	+3	+5	+5
I want to leave my position within the next 12 months		<b>28%</b>	-	+6	+7	+6
I want to stay working in my position for the next one to two years		<b>41%</b>	-	+4	+1	+3
I want to stay working in my position for at least the next three years		<b>18%</b>	-	-13	-13	-13
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		<b>0%</b>	-	-6	-6	-4
I am pursuing another position within my agency		<b>17%</b>	-	-25	-11	-1
I am pursuing a position in another agency		<b>58%</b>	-	+33	+25	+13
I am pursuing work outside the APS		<b>6%</b>	-	-5	-9	-12
It is the end of my non-ongoing, casual or contracted employment		<b>6%</b>	-	+3	0	+2
Other		<b>13%</b>	-	+1	+1	+2

## 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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	31%	-	-	-	-
Senior leadership is of a poor quality	16%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	9%	-	-	-	-

## 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?</b>						
Yes		<b>7%</b>	-2	-5	-2	-4
No		<b>94%</b>	+2	+5	+2	+4
<b>Did this discrimination occur in your current agency?</b>						
Yes		<b>100%</b>	+5	+6	+8	+7
No		<b>0%</b>	0	-6	-8	-7
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)		<b>31%</b>	-	-	-	-
Age		<b>31%</b>	-	-	-	-
Race		<b>23%</b>	-	-	-	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



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

ONLY THE THREE 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 SPECIALIST AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		8%	-4	-4	-1	-4
No		89%	+9	+7	+3	+7
Not sure		3%	-5	-3	-3	-2

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		47%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		40%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		33%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		40%	-	+6	+10	+4
It was reported by someone else		7%	-	-1	+1	+1
I did not report the behaviour		53%	-	-6	-11	-5

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



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

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

CORRUPTION	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?</b>						
Yes		1%	-1	-3	-2	-4
No		97%	+3	+7	+6	+9
Not sure		3%	-1	-2	-2	-2
Would prefer not to answer		0%	0	-2	-2	-3
<b>Did you report the potentially corrupt behaviour?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		50%	-	+30	+36	+29
It was reported by someone else		0%	-	-15	-9	-16
I did not report the behaviour		50%	-	-15	-27	-13

## KEY



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# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>How do you describe your gender?</b>						
Man or male		<b>30%</b>	-4	-7 ↓	-12 ↓	-7 ↓
Woman or female		<b>66%</b>	+4	+7 ↑	+13 ↑	+9 ↑
Non-binary		<b>0%</b>	-	0	0	0
I use a different term		<b>0%</b>	-	0	0	0
Prefer not to say		<b>3%</b>	0	0	-1	-1
<b>Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?</b>						
Yes		<b>2%</b>	+1	-2	0	0
No		<b>98%</b>	-1	+2	0	0
<b>Do you have an ongoing disability?</b>						
Yes		<b>10%</b>	+3	+1	+3	+3
No		<b>90%</b>	-3	-1	-3	-3

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# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>Do you have carer responsibilities?</b>						
Yes		<b>42%</b>	-1	+2	+2	+2
No		<b>58%</b>	+1	-2	-2	-2
<b>Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?</b>						
Yes		<b>15%</b>	0	+8	+6	+6
No		<b>85%</b>	0	-8	-6	-6
<b>In which country were you born?</b>						
Australia		<b>77%</b>	-	0	+2	+1
Other country		<b>23%</b>	-	0	-2	-1
<b>Do you speak a language other than English at home?</b>						
No, English only		<b>86%</b>	-	+5	+4	+1
Yes, other		<b>14%</b>	-	-5	-4	-1

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# TIME TO TAKE ACTION



## CELEBRATE

What things do we do well?

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THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.



## INVESTIGATE FURTHER WITH OUR TEAMS

Are there any other opportunities coming out of the results that we want to explore further?

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HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?



## OPPORTUNITIES

Areas we need to focus on and turn into action plans:

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WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?



### USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

IDENTIFY AREAS TO CELEBRATE, OPPORTUNITIES FOR IMPROVEMENT AND AREAS WHICH YOU NEED TO INVESTIGATE FURTHER.

PRIORITISE 3 AREAS TO TAKE FORWARD

	PRIORITISE 3 AREAS FOR ACTION	TIMESCALES	OWNER	RESOURCES REQUIRED	TARGET/SUCCESS MEASURE
1					
2					
3					

# GUIDE TO THIS REPORT

## % POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



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

## 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.