



Highlights Report DSS



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RESPONSES:
2,427 of 2,862

RESPONSE RATE:
85%

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		74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
SAY	Overall, I am satisfied with my job	78	13 9	78%	+6 ↑	+4	0	0
	I am proud to work in my agency	74	21	74%	+10 ↑	-2	-4	-5 ↓
	I would recommend my agency as a good place to work	73	19 8	73%	+17 ↑	+4	-2	-1
	I believe strongly in the purpose and objectives of my agency	87	11	87%	+4	+3	+3	+1
STAY	I feel a strong personal attachment to my agency	54	31 15	54%	+4	-7 ↓	-5 ↓	-8 ↓
	I feel committed to my agency's goals	85	13	85%	+5 ↑	+2	+2	+1
STRIVE	I suggest ideas to improve our way of doing things	89	9	89%	+3	+2	-1	0
	I am happy to go the 'extra mile' at work when required	94		94%	+2	+3	0	+1
	I work beyond what is required in my job to help my agency achieve its objectives	80	17	80%	-2	-1	-2	-2
	My agency really inspires me to do my best work every day	60	29 11	60%	+14 ↑	+3	0	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		78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	82	12	82%	0	+3	+1	+1	
	My supervisor can deliver difficult advice whilst maintaining relationships	81	13	81%	0	+2	+1	+1	
	My supervisor invites a range of views, including those different to their own	85	10	85%	+3	+3	0	+1	
	My supervisor encourages my team to regularly review and improve our work	84	11	84%	+3	+3	+1	+2	
	My supervisor is invested in my development	79	13	79%	+4	+4	+1	+1	
	My supervisor ensures that my workgroup delivers on what we are responsible for	89	7	89%	-1	+2	0	0	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	80	13	7	80%	+3	+2	+2	+1
	My supervisor actively ensures that everyone can be included in workplace activities	87	8	87%	-	+3	+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	74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
					+3	+5	0	+2

SES Manager	My SES manager clearly articulates the direction and priorities for our area	79	15	79%	+3	+10	+3	+5
	My SES manager presents convincing arguments and persuades others towards an outcome	72	23	72%	+6	+10	-1	+3
	My SES manager promotes cooperation within and between agencies	77	19	77%	+6	+10	0	+4
	My SES manager encourages innovation and creativity	72	21	72%	+6	+7	0	+2
	My SES manager creates an environment that enables us to deliver our best	74	19	74%	+7	+9	0	+3
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	82	15	82%	+3	+9	0	+3

Other similar questions

All SES	In my agency, the SES work as a team	61	32	8	61%	+11	+7	0	+2
	In my agency, the SES clearly articulate the direction and priorities for our agency	72	20	8	72%	+17	+8	+3	+5
	In my agency, communication between SES and other employees is effective	63	25	12	63%	+19	+10	+2	+4

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	72	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				+5	+4	+1	+2

Communication	My supervisor communicates effectively	82	10 8	82%	-2	+1	0	0
	My SES manager communicates effectively	80	14	80%	+2	+10	+2	+5
	Internal communication within my agency is effective	64	23 14	64%	+21	+6	+1	+3

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	71	16 13	71%	+8	+2	-1	0
	Staff are consulted about change at work	52	34 14	52%	+18	+3	0	0
	Change is managed well in my agency	47	33 20	47%	+18	+2	0	+2

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 POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills	80 (12 8)	80%	-2	+1	-2	-1
I have a choice in deciding how I do my work	68 (24 9)	68%	+7 ⬆️	+4	-4	-4
Where appropriate, I am able to take part in decisions that affect my job	75 (15 9)	75%	+11 ⬆️	+5 ⬆️	-1	+1
I am clear what my duties and responsibilities are	79 (17 9)	79%	0	-1	0	-1
I am satisfied with the recognition I receive for doing a good job	76 (15 9)	76%	+6 ⬆️	+9 ⬆️	+2	+4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	80 (12 9)	80%	+1	+19 ⬆️	+7 ⬆️	+11 ⬆️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	81 (10 9)	81%	+24 ⬆️	+5 ⬆️	+1	0
I am satisfied with the stability and security of my job	85 (9 9)	85%	+4	+4	0	+3
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	83 (9 8)	83%	+38 ⬆️	+5 ⬆️	+1	0

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 POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS		63%	0	+1	0	+1
I understand how my role contributes to achieving an outcome for the Australian public		92%	+4	0	+1	0
I believe strongly in the purpose and objectives of the APS		88%	+3	+3	+1	+2

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work		17%	-2	-6 	-3	-5 
Slightly above capacity - lots of work to do		40%	-2	0	+1	0
At capacity - about the right amount of work to do		31%	+1	+2	+1	+2
Slightly below capacity - available for more work		9%	+3	+4	+1	+2
Well below capacity - not enough work		2%	0	+1	0	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	84	84%	+10	+6	+3	+3
My supervisor actively ensures that everyone can be included in workplace activities	87	87%	-	+3	+1	+1
I receive the respect I deserve from my colleagues at work	84	84%	+1	+2	0	0

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	15	15%	-1	+1	+1	+1
Flexible hours of work	18	18%	+2	-8	-2	-7
Compressed work week	3	3%	+1	0	0	0
Job sharing	0	0%	0	0	0	0
Working away from the office/working from home	56	56%	+49	+1	-4	-9
None of the above	28	28%	-38	+1	+1	+5

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



ENABLING INNOVATION



ENABLING INNOVATION

THE INNOVATION SCORE ASSESSES BOTH WHETHER EMPLOYEES FEEL WILLING AND ABLE TO BE INNOVATIVE, AND WHETHER THEIR AGENCY HAS A CULTURE WHICH ENABLES THEM TO BE SO.

YOUR ENABLING INNOVATION INDEX SCORE		65	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	84	12	84%	-4	+2	-2	-1
	My immediate supervisor encourages me to come up with new or better ways of doing things	75	18	75%	-1	+2	-1	-1
	People are recognised for coming up with new and innovative ways of working	60	30	60%	+1	0	-2	-2
	My agency inspires me to come up with new or better ways of doing things	50	36	50%	+16 ↑	-2	-2	-3
	My agency recognises and supports the notion that failure is a part of innovation	36	42	36%	+13 ↑	-4	-1	-4

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		71	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
					+9 ↑	+3	+2	+1	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	70	20	10	70%	+14 ↑	+6 ↑	+4	+3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	68	21	11	68%	+14 ↑	+4	+4	+2
	My agency does a good job of promoting health and wellbeing	67	22	11	67%	+18 ↑	+4	+3	+1
	I think my agency cares about my health and wellbeing	66	22	12	66%	+24 ↑	+5 ↑	+2	+1
	I believe my immediate supervisor cares about my health and wellbeing	89	7		89%	+2	+3	0	+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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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How often do you find your work stressful?

Always		3%	-1	-2	-1	-1
Often		20%	-7 ↓	-6 ↓	-4	-5 ↓
Sometimes		52%	+1	+2	+1	+1
Rarely		22%	+6 ↑	+5 ↑	+3	+4
Never		3%	+1	+1	+1	+1

To what extent is your work emotionally demanding?

To a very large extent		5%	-3	-3	-1	-2
To a large extent		16%	-5 ↓	-5 ↓	-2	-4
Somewhat		40%	0	+1	0	+1
To a small extent		28%	+4	+4	+1	+3
To a very small extent		12%	+4	+3	+1	+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 POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel burned out by my work						
Strongly agree		5%	-3	-3	-2	-2
Agree		19%	-4	-5 ↓	-4	-4
Neither agree nor disagree		31%	-1	-1	0	0
Disagree		35%	+5 ↑	+5 ↑	+3	+4
Strongly disagree		11%	+3	+4	+3	+3
In general, would you say that your health is:						
Excellent		9%	-1	-1	-1	-1
Very good		37%	+2	+3	+1	+1
Good		36%	+1	-1	0	-1
Fair		15%	-1	0	+1	+1
Poor		3%	0	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 POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		28%	+3	0	-3	-2
Very good		58%	+1	+2	+3	+2
Average		13%	-3	-2	0	0
Below average		1%	0	0	0	0
Well below average		0%	0	0	0	0

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

Excellent		16%	+3	-1	-3	-2
Very good		59%	+3	+4	+1	+3
Average		23%	-5 	-1	+3	+1
Below average		2%	-1	-1	0	-1
Well below average		1%	-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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		81%	+1	+1	-1	0
My workgroup has the tools and resources we need to perform well		65%	+3	+4	0	+3
The people in my workgroup use time and resources efficiently		79%	+1	+1	-1	-1
My workgroup can readily adapt to new priorities and tasks		87%	0	+2	0	+1
The people in my workgroup cooperate to get the job done		90%	+1	+1	0	0

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 POLICY AGENCIES	VARIANCE FROM LARGE 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		8%	-3	-1	0	0
I want to leave my position within the next 12 months		28%	-3	+4	0	+2
I want to stay working in my position for the next one to two years		44%	+3	+7	+1	+2
I want to stay working in my position for at least the next three years		20%	+3	-10	0	-5
What best describes your plans involved with leaving your current position?						
I am planning to retire		4%	0	-1	+1	+1
I am pursuing another position within my agency		36%	+4	-5	-4	-5
I am pursuing a position in another agency		33%	-4	+9	+5	+9
I am pursuing work outside the APS		8%	0	-4	-2	-3
It is the end of my non-ongoing, casual or contracted employment		4%	+1	0	0	-1
Other		14%	-1	+1	0	0

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 POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I am looking to further my skills in another area	17%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	14%	-	-	-	-
I wish to pursue a promotion opportunity	13%	-	-	-	-
I am not satisfied with the work	7%	-	-	-	-
I have achieved all I can in my current position	6%	-	-	-	-

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 POLICY AGENCIES	VARIANCE FROM LARGE 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		10%	-3	0	+1	+1
No		90%	+3	0	-1	-1
Did this discrimination occur in your current agency?						
Yes		88%	-7	-3	+1	-1
No		12%	+7	+3	-1	+1
Basis for the discrimination that you experienced (3 highest responses):						
Age		26%	-	-	-	-
Gender		24%	-	-	-	-
Caring responsibilities		24%	-	-	-	-

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 POLICY AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

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

Yes		11%	-3	+1	+3	+2
No		84%	+6	-1	-3	-2
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)		46%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		46%	-	-	-	-
Deliberate exclusion from work-related activities		33%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		34%	+1	0	+1	0
It was reported by someone else		7%	-1	0	0	0
I did not report the behaviour		59%	0	0	-1	0

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 POLICY AGENCIES	VARIANCE FROM LARGE 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%	-1	-1	0	-1
No		92%	+2	+1	-1	0
Not sure		4%	0	0	+1	+1
Would prefer not to answer		2%	0	-1	0	0
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		58%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		31%	-	-	-	-
Fraud, forgery or embezzlement		15%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		20%	+8	0	+3	+1
It was reported by someone else		15%	+5	-1	-2	+1
I did not report the behaviour		65%	-14	+1	-1	-2
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 POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
How do you describe your gender?						
Man or male		29%	0	-8↓	-6↓	-7↓
Woman or female		67%	0	+8↑	+7↑	+7↑
Non-binary		0%	0	0	0	0
I use a different term		0%	0	0	0	0
Prefer not to say		3%	-1	0	0	0
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		5%	0	+1	+1	+1
No		95%	0	-1	-1	-1
Do you have an ongoing disability?						
Yes		12%	0	+2	+3	+2
No		88%	0	-2	-3	-2

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 POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you have carer responsibilities?						
Yes		40%	0	-2	-1	-2
No		60%	0	+2	+1	+2
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		10%	0	+2	0	0
No		90%	0	-2	0	0
In which country were you born?						
Australia		82%	0	+5	+2	+3
Other country		18%	0	-5	-2	-3
Do you speak a language other than English at home?						
No, English only		84%	0	+4	+2	+2
Yes, other		16%	0	-4	-2	-2

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.

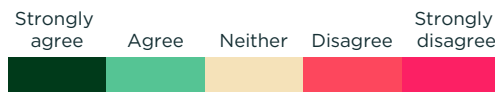
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



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

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.