



Highlights Report NQSC



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RESPONSES:
386 of 547
RESPONSE RATE:
71%

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		70	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
SAY	Overall, I am satisfied with my job	59	19	22	59%	-5 ↓	-14 ↓	-16 ↓
	I am proud to work in my agency	67	19	14	67%	-6 ↓	-8 ↓	-13 ↓
	I would recommend my agency as a good place to work	48	22	30	48%	+2	-20 ↓	-25 ↓
	I believe strongly in the purpose and objectives of my agency	90		8	90%	-3	+6 ↑	0
STAY	I feel a strong personal attachment to my agency	55	27	18	55%	+1	-5 ↓	-9 ↓
	I feel committed to my agency's goals	84		12	84%	-2	+1	-2
STRIVE	I suggest ideas to improve our way of doing things	89		9	89%	+3	+2	+2
	I am happy to go the 'extra mile' at work when required	89			89%	-3	-1	-2
	I work beyond what is required in my job to help my agency achieve its objectives	81		15	81%	-2	+1	0
	My agency really inspires me to do my best work every day	49	24	27	49%	0	-8 ↓	-12 ↓

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		71	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	71	15	13	71%	-1	-8 ↓	-9 ↓	-8 ↓
	My supervisor can deliver difficult advice whilst maintaining relationships	70	15	14	70%	0	-8 ↓	-9 ↓	-9 ↓
	My supervisor invites a range of views, including those different to their own	74	12	14	74%	-3	-7 ↓	-10 ↓	-9 ↓
	My supervisor encourages my team to regularly review and improve our work	74	15	11	74%	0	-7 ↓	-8 ↓	-7 ↓
	My supervisor is invested in my development	68	16	16	68%	0	-7 ↓	-9 ↓	-9 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	74	17	10	74%	-6 ↓	-13 ↓	-14 ↓	-13 ↓
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	69	15	16	69%	-2	-8 ↓	-9 ↓	-8 ↓
	My immediate supervisor encourages me	73	16	12	73%	-2	-3	-5 ↓	-5 ↓
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		59	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					-3	-10 ↓	-11 ↓	-11 ↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	51	23	26	51%	0	-17 ↓	-18 ↓	-17 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	47	32	21	47%	-3	-15 ↓	-18 ↓	-17 ↓
	My SES manager promotes cooperation within and between agencies	51	32	18	51%	-3	-16 ↓	-18 ↓	-17 ↓
	My SES manager encourages innovation and creativity	51	26	23	51%	+2	-14 ↓	-16 ↓	-14 ↓
	My SES manager creates an environment that enables us to deliver our best	44	28	28	44%	-6 ↓	-19 ↓	-21 ↓	-21 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	59	26	15	59%	0	-14 ↓	-17 ↓	-17 ↓

Other similar questions

In my agency, the SES work as a team	48	29	23	48%	+16 ↑	-6 ↓	-5 ↓	-6 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	60	17	23	60%	+14 ↑	-3	-5 ↓	-4
In my agency, communication between SES and other employees is effective	41	22	37	41%	+8 ↑	-12 ↓	-13 ↓	-11 ↓
My SES manager routinely promotes the use of data and evidence to deliver outcomes	50	31	19	50%	-	-16 ↓	-18 ↓	-18 ↓

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	58	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				-3	-11↓	-11↓	-11↓

Communication	My supervisor communicates effectively	72	12	16	72%	-2	-8↓	-9↓	-8↓
	My SES manager communicates effectively	51	22	27	51%	-3	-17↓	-19↓	-18↓
	Internal communication within my agency is effective	37	24	39	37%	0	-19↓	-22↓	-20↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	56	17	28	56%	-4	-11↓	-14↓	-13↓
	Staff are consulted about change at work	40	36	24	40%	-5↓	-9↓	-11↓	-10↓
	Change is managed well in my agency	28	28	44	28%	-2	-15↓	-16↓	-14↓

KEY	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative
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WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills		69%	-7↓	-10↓	-13↓	-14↓
I have a choice in deciding how I do my work		67%	-2	+3	-4	-4
Where appropriate, I am able to take part in decisions that affect my job		56%	-5↓	-13↓	-16↓	-17↓
I am clear what my duties and responsibilities are		67%	-7↓	-13↓	-14↓	-13↓
I am satisfied with the recognition I receive for doing a good job		55%	-4	-11↓	-15↓	-14↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		43%	-13↓	-8↓	-10↓	-12↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		65%	-4	-8↓	-15↓	-12↓
I am satisfied with the stability and security of my job		68%	+2	-14↓	-15↓	-12↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		71%	-3	-8↓	-14↓	-12↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


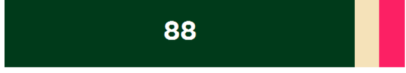



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative








WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS		61%	-3	-1	+1	+1
I understand how my role contributes to achieving an outcome for the Australian public		88%	-2	-4	-5↓	-5↓
I believe strongly in the purpose and objectives of the APS		86%	-3	+2	0	+1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work		45%	0	+22↑	+20↑	+21↑
Slightly above capacity - lots of work to do		35%	-1	-5↓	-6↓	-6↓
At capacity - about the right amount of work to do		15%	0	-14↓	-12↓	-12↓
Slightly below capacity - available for more work		4%	+2	-2	-2	-2
Well below capacity - not enough work		1%	-1	-1	-1	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	56	21	22	56%	-3	-23 ↓	-24 ↓	-22 ↓
My supervisor actively ensures that everyone can be included in workplace activities	74	13	13	74%	-5 ↓	-9 ↓	-10 ↓	-9 ↓
I receive the respect I deserve from my colleagues at work	74	19		74%	0	-7 ↓	-8 ↓	-7 ↓

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		10%	0	-4	-4	-3
Flexible hours of work		28%	+3	0	-3	-2
Compressed work week		5%	+3	+2	-1	+1
Job sharing		0%	0	0	-1	0
Working away from the office/working from home		72%	+3	+14 ↑	-4	+6 ↑
None of the above		15%	-6 ↓	-11 ↓	+3	-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		61	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	80	15	80%	-5 ↓	0	-1	-3
	My immediate supervisor encourages me to come up with new or better ways of doing things	66	19	66%	-2	-6 ↓	-7 ↓	-8 ↓
	People are recognised for coming up with new and innovative ways of working	47	28	47%	+5 ↑	-11 ↓	-14 ↓	-11 ↓
	My agency inspires me to come up with new or better ways of doing things	41	37	41%	+2	-9 ↓	-11 ↓	-12 ↓
	My agency recognises and supports the notion that failure is a part of innovation	32	41	32%	+6 ↑	-8 ↓	-8 ↓	-7 ↓

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		55			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	37	30	33	37%	-5 ↓	-27 ↓	-29 ↓	-27 ↓	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	39	26	35	39%	+2	-24 ↓	-27 ↓	-25 ↓	
	My agency does a good job of promoting health and wellbeing	35	30	35	35%	0	-28 ↓	-31 ↓	-28 ↓	
	I think my agency cares about my health and wellbeing	38	27	35	38%	-2	-23 ↓	-28 ↓	-26 ↓	
	I believe my immediate supervisor cares about my health and wellbeing	82	8	11	82%	+2	-4	-6 ↓	-6 ↓	

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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How often do you find your work stressful?

Always		10%	+2	+5 	+5 	+5 
Often		34%	+2	+8 	+8 	+9 
Sometimes		42%	-3	-7 	-8 	-8 
Rarely		14%	+1	-4	-4	-5 
Never		1%	-2	-1	-1	-1

To what extent is your work emotionally demanding?

To a very large extent		15%	+2	+7 	+7 	+8 
To a large extent		29%	+5 	+8 	+10 	+9 
Somewhat		37%	-4	-1	-1	-1
To a small extent		13%	-3	-11 	-13 	-12 
To a very small extent		6%	0	-3	-4	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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I feel burned out by my work

Strongly agree		15%	+2	+6	+6	+7
Agree		29%	+4	+4	+6	+6
Neither agree nor disagree		31%	+2	0	+1	+2
Disagree		20%	-6	-9	-10	-11
Strongly disagree		5%	-2	-2	-3	-3

In general, would you say that your health is:

Excellent		6%	-2	-4	-4	-4
Very good		34%	+3	+1	-2	0
Good		40%	-1	+2	+3	+2
Fair		15%	-2	0	+1	+1
Poor		5%	+2	+2	+2	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

















AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





















PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		23%	-2	-5 	-7 	-7 
Very good		49%	0	-6 	-5 	-6 
Average		21%	-2	+6 	+8 	+7 
Below average		5%	+2	+3	+3	+3
Well below average		3%	+1	+2	+2	+2

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

Excellent		7%	-4	-9 	-10 	-10 
Very good		42%	+2	-12 	-15 	-14 
Average		35%	-1	+10 	+14 	+12 
Below average		10%	+2	+6 	+7 	+7 
Well below average		7%	+1	+5 	+5 	+5 

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	67	14	19	67%	-6 ↓	-11 ↓	-14 ↓	-14 ↓
My workgroup has the tools and resources we need to perform well	28	17	55	28%	0	-31 ↓	-28 ↓	-30 ↓
The people in my workgroup use time and resources efficiently	66	17	17	66%	-2	-9 ↓	-11 ↓	-11 ↓
My workgroup can readily adapt to new priorities and tasks	73	15	12	73%	-3	-10 ↓	-11 ↓	-10 ↓
The people in my workgroup cooperate to get the job done	83	11	6	83%	-3	-5 ↓	-7 ↓	-7 ↓

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		17%	+5	+8	+8	+8
I want to leave my position within the next 12 months		24%	0	0	+1	+1
I want to stay working in my position for the next one to two years		40%	+1	+2	-2	-1
I want to stay working in my position for at least the next three years		19%	-6	-10	-7	-9
What best describes your plans involved with leaving your current position?						
I am planning to retire		1%	+1	-4	-3	-3
I am pursuing another position within my agency		36%	+15	-5	+4	+10
I am pursuing a position in another agency		39%	-11	+12	+5	+1
I am pursuing work outside the APS		10%	-3	-1	-5	-4
It is the end of my non-ongoing, casual or contracted employment		4%	0	+1	0	-1
Other		11%	-1	-2	-2	-3

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	21%	-	-	-	-
Senior leadership is of a poor quality	20%	-	-	-	-
Other	11%	-	-	-	-
I can receive a higher salary elsewhere	7%	-	-	-	-
My immediate supervisor's leadership is of a poor quality	5%	-	-	-	-

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		15%	+3	+4	+7	+6
No		85%	-3	-4	-7	-6
Did this discrimination occur in your current agency?						
Yes		94%	0	+3	+5	+6
No		6%	0	-3	-5	-6
Basis for the discrimination that you experienced (3 highest responses):						
Disability		33%	-	-	-	-
Age		31%	-	-	-	-
Other		25%	-	-	-	-

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 2022

VARIANCE FROM APS OVERALL

VARIANCE FROM REGULATORY AGENCIES

VARIANCE FROM MEDIUM SIZED AGENCIES

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

Yes		20%	+1	+10	+11	+11
No		73%	-2	-12	-13	-13
Not sure		7%	+2	+2	+2	+2

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		41%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		40%	-	-	-	-
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		32%	-5	-3	-1	-3
It was reported by someone else		7%	-11	-1	-2	-2
I did not report the behaviour		61%	+16	+4	+3	+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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		8%	+3	+5	+6	+5
No		81%	-7	-10	-12	-10
Not sure		8%	+2	+4	+5	+4
Would prefer not to answer		3%	+1	+1	+1	+1
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		83%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		37%	-	-	-	-
Other		17%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		10%	-22	-11	-5	-9
It was reported by someone else		16%	+10	0	-2	-1
I did not report the behaviour		74%	+12	+11	+7	+10
KEY			AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR		

DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	30%
Woman or female	62%
Non-binary	1%
I use a different term	0%
Prefer not to say	6%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	4%
No	96%

Do you have an ongoing disability?	Responses
Yes	21%
No	79%

Do you have carer responsibilities?	Responses
Yes	51%
No	49%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	13%
No	87%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	66%
Australian Aboriginal and/or Torres Strait Islander	4%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	2%
Anglo-European	13%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	4%
South-East Asian	9%
North-East Asian	1%
Southern and Central Asian	2%
North American	1%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	2%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	11%
No	78%
Not sure	11%

AGENCY POSITION



AGENCY POSITION

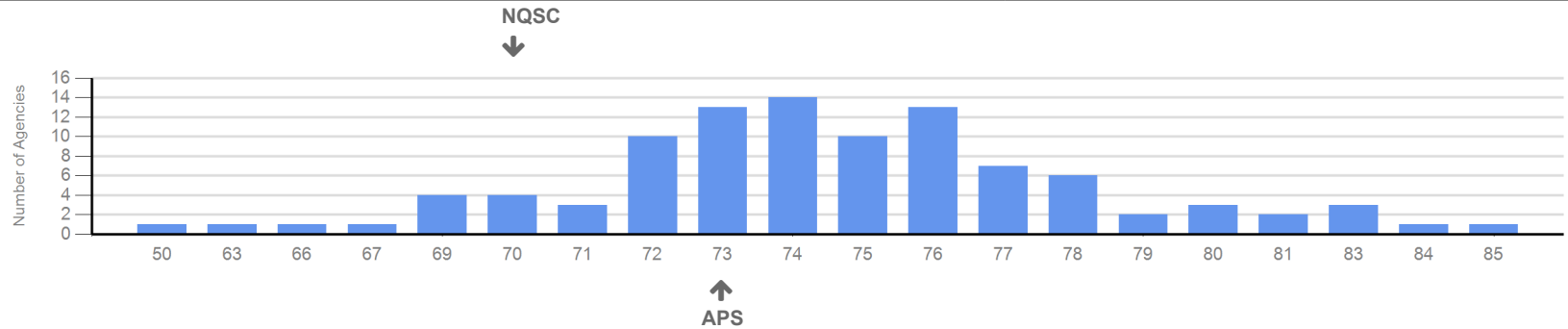
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE 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.

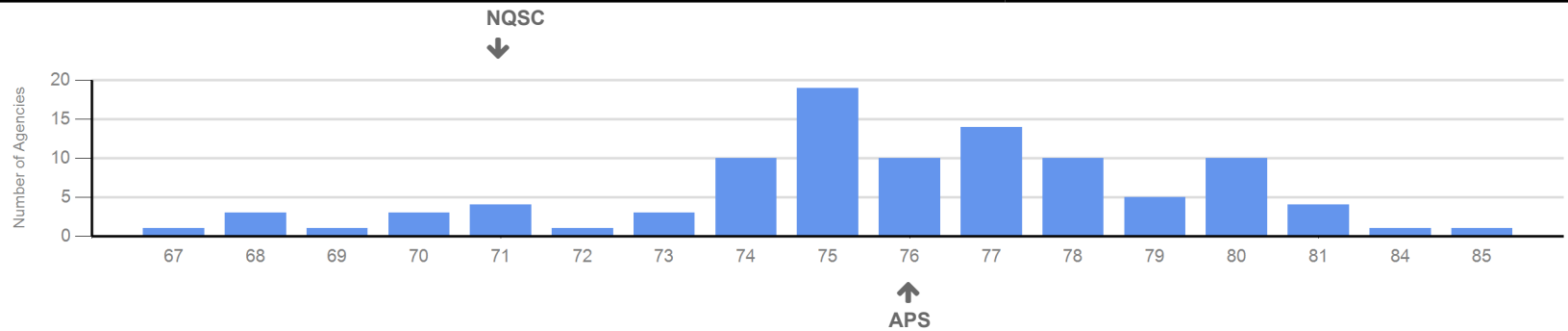
Employee Engagement Index

Ranking : 90th of 100



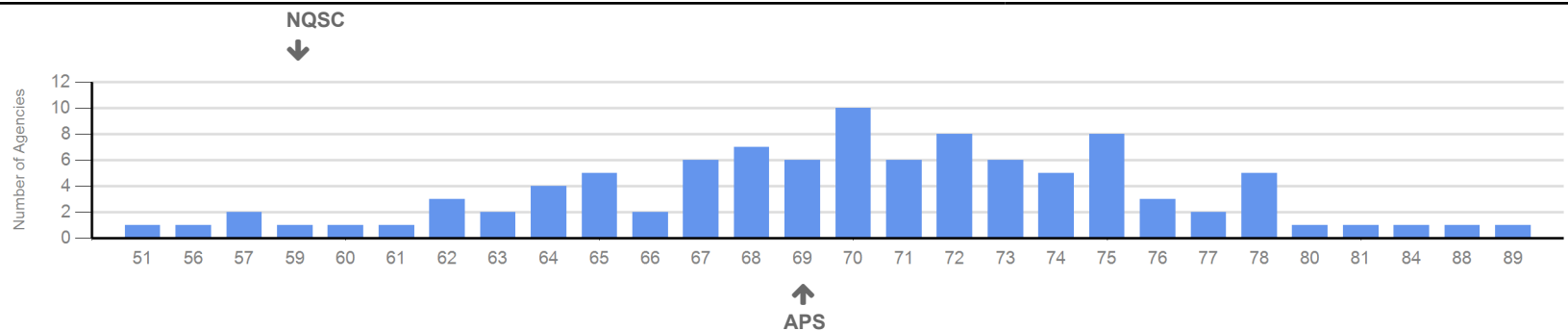
Leadership – Immediate Supervisor Index

Ranking : 92nd of 100



Leadership – SES Manager Index

Ranking : 96th of 100



AGENCY POSITION



AGENCY POSITION

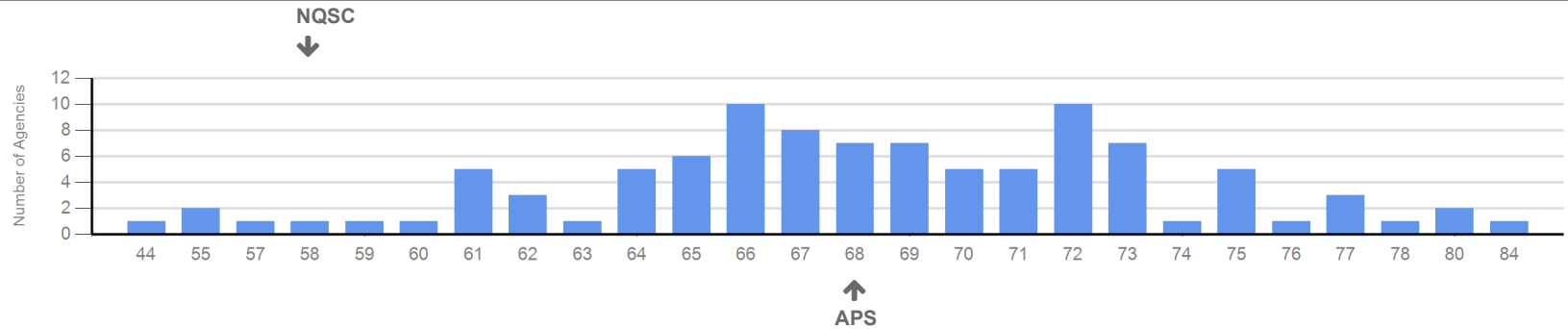
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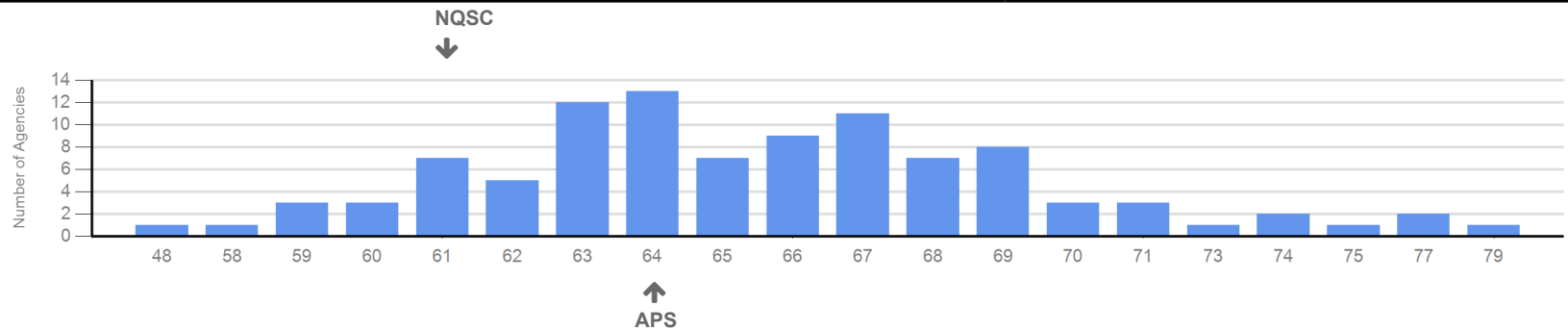
Communication Index

Ranking : 96th of 100



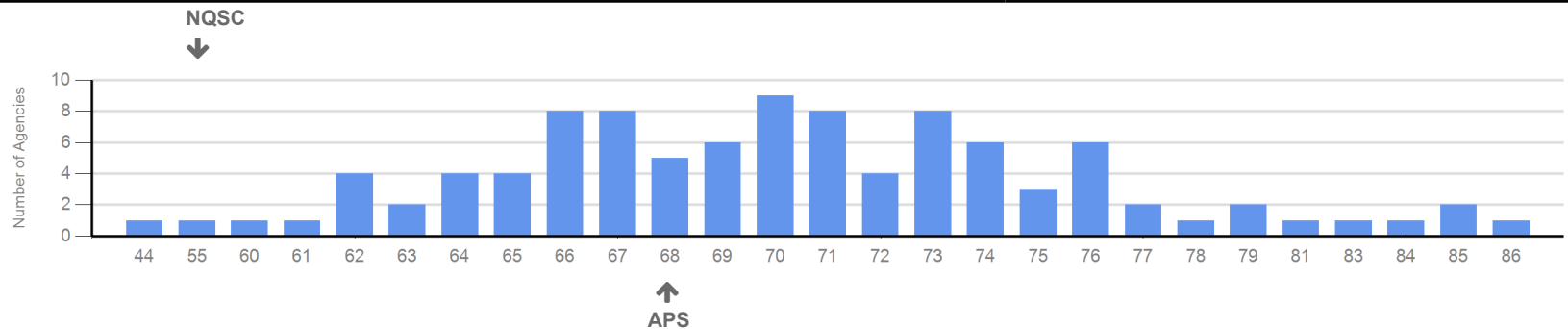
Enabling Innovation Index

Ranking : 90th of 100



Wellbeing Policies and Support Index

Ranking : 99th of 100



SUGGESTED QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THROUGH DRIVER ANALYSIS, 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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
.1	My agency inspires me to come up with new or better ways of doing things			41%	+2	-9	-11	-12
.2	Change is managed well in my agency			28%	-2	-15	-16	-14
.3	I think my agency cares about my health and wellbeing			38%	-2	-23	-28	-26
.4	In my agency, communication between SES and other employees is effective			41%	+8	-12	-13	-11
.5	Internal communication within my agency is effective			37%	0	-19	-22	-20
.6	My SES manager creates an environment that enables us to deliver our best			44%	-6	-19	-21	-21

NQSC SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
I have a clear understanding of how my work contributes to the Commission's future direction	79	12	10	79%	+1
I believe my agency will act on concerns identified as a result of the APS Employee Census	39	25	36	39%	+3
I am satisfied with the level of employee consultation regarding employment conditions in my workplace	36	30	34	36%	+3
The people in my team work collaboratively with other workgroups in the Commission	73	13	14	73%	+1
Workgroups in the Commission are flexible and adaptable to meet immediate and future challenges	47	32	21	47%	+7 ⬆️
My SES manager leads by example and demonstrates APS values and behaviours	54	27	19	54%	-2
In my agency, the SES actively work towards reducing duplication of roles and work	34	36	30	34%	+3
I have an effective working relationship with my current supervisor	80	11	9	80%	-4
I feel supported by my leaders to do my work and deliver Commission outcomes	63	19	19	63%	-1
The Commission is client focussed - it puts participants at the centre of everything we do	72	15	13	72%	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



NQSC SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
The Commission has an inclusive workplace culture where people of diverse backgrounds are valued for their contribution	61	23	16	61%	-5 ↓
People in the Commission are professional, ethical and respectful in their dealings with our clients	78	17	5	78%	-3
I am respected for my experience and skills and trusted to use them	67	19	14	67%	+1
My leader effectively communicates information relevant to my job in a timely manner	67	18	15	67%	-6 ↓
I am satisfied with the level of transparency regarding leadership decisions that impact on my day to day work	42	26	32	42%	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR




AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative




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.

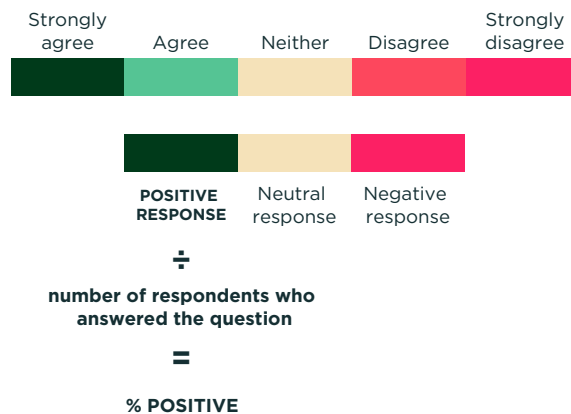
PRIORITISE 3 AREAS TO TAKE FORWARD

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

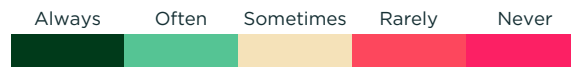
GUIDE TO THIS REPORT

% POSITIVE

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



FOR 5 POINT SCALE QUESTIONS NOT ASKED ON THE *AGREE TO DISAGREE* SCALE THE SAME RULES APPLY, THE GREEN PERCENT REPRESENTS A **POSITIVE RESPONSE** (UNLESS THE QUESTION IS NEGATIVELY WORDED).



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 BEST 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.