



Highlights Report NBA



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RESPONSES:

62 of 76

RESPONSE RATE:

82%

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.



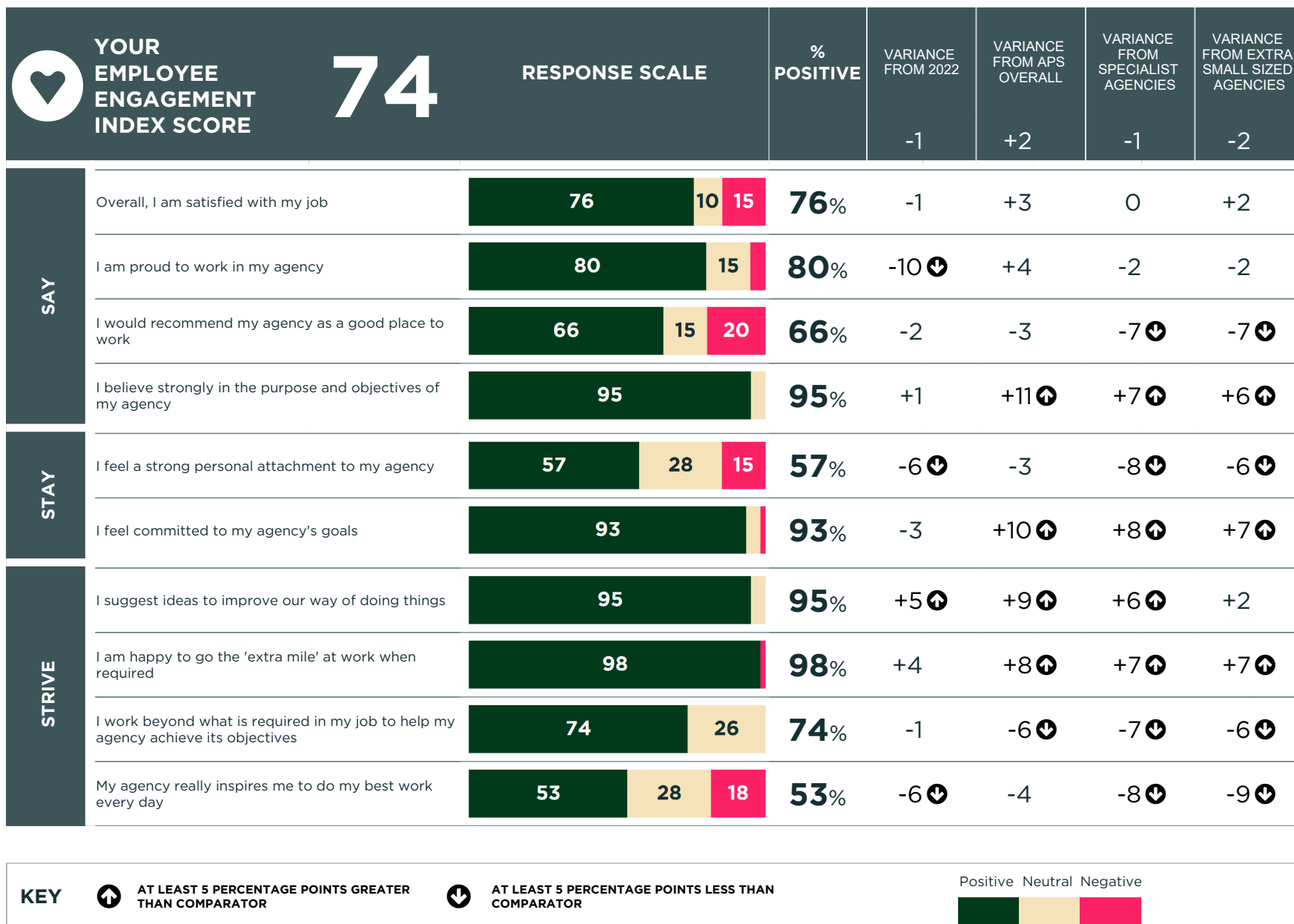
Generally a difference of ± 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

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.



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	74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				-5 ↓	-2	-3	-3

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	<div><div>79</div><div>15</div></div>	79%	+1	0	0	-1
	My supervisor can deliver difficult advice whilst maintaining relationships	<div><div>72</div><div>16</div><div>11</div></div>	72%	-7⬇️	-6⬇️	-6⬇️	-4
	My supervisor invites a range of views, including those different to their own	<div><div>75</div><div>11</div><div>13</div></div>	75%	-11⬇️	-6⬇️	-7⬇️	-6⬇️
	My supervisor encourages my team to regularly review and improve our work	<div><div>80</div><div>13</div></div>	80%	-6⬇️	-1	0	+1
	My supervisor is invested in my development	<div><div>75</div><div>13</div><div>11</div></div>	75%	-8⬇️	0	0	-1
	My supervisor ensures that my workgroup delivers on what we are responsible for	<div><div>80</div><div>13</div></div>	80%	-14⬇️	-7⬇️	-7⬇️	-6⬇️

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	75	15	10	75%	-8 ↓	-2	-1	+1
	My immediate supervisor encourages me	77	15	8	77%	-6 ↓	+1	0	0

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		63	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
							-6⬇️	-5⬇️	-7⬇️	-8⬇️
SES Manager	My SES manager clearly articulates the direction and priorities for our area	57	26	16	57%	-2	-11⬇️	-13⬇️	-12⬇️	
	My SES manager presents convincing arguments and persuades others towards an outcome	50	38	12	50%	-23⬇️	-12⬇️	-16⬇️	-20⬇️	
	My SES manager promotes cooperation within and between agencies	61	30	10	61%	-3	-6⬇️	-10⬇️	-16⬇️	
	My SES manager encourages innovation and creativity	56	26	18	56%	-15⬇️	-9⬇️	-11⬇️	-14⬇️	
	My SES manager creates an environment that enables us to deliver our best	59	23	18	59%	-4	-4	-8⬇️	-8⬇️	
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	67	21	11	67%	-12⬇️	-6⬇️	-10⬇️	-13⬇️	
Other similar questions										
	In my agency, the SES work as a team	45	42	13	45%	+17⬆️	-8⬇️	-8⬇️	-13⬇️	
	In my agency, the SES clearly articulate the direction and priorities for our agency	53	28	18	53%	-12⬇️	-10⬇️	-9⬇️	-13⬇️	
	In my agency, communication between SES and other employees is effective	46	39	15	46%	-7⬇️	-7⬇️	-7⬇️	-12⬇️	
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	54	39		54%	-	-11⬇️	-16⬇️	-18⬇️	
<div>KEY</div> <div><div>⬆️</div>AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</div> <div><div>⬇️</div>AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</div> <div>Positive Neutral Negative</div> <div><div></div><div></div><div></div></div>										

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	63	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				-6 ↓	-5 ↓	-6 ↓	-5 ↓

Communication	My supervisor communicates effectively	80	8 11	80%	-3	0	-1	+2
	My SES manager communicates effectively	62	20 18	62%	-16 ↓	-6 ↓	-10 ↓	-8 ↓
	Internal communication within my agency is effective	38	33 28	38%	-8 ↓	-18 ↓	-19 ↓	-18 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	69	18 13	69%	-10 ↓	+2	-1	-2
	Staff are consulted about change at work	43	40 17	43%	+1	-6 ↓	-5 ↓	-8 ↓
	Change is managed well in my agency	34	31 34	34%	0	-8 ↓	-7 ↓	-13 ↓

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	79 10 11	79%	-6 ⬇️	+1	-3	-2
I have a choice in deciding how I do my work	69 21 10	69%	+12 ⬆️	+5 ⬆️	-6 ⬇️	-4
Where appropriate, I am able to take part in decisions that affect my job	79 13 8	79%	+2	+10 ⬆️	+6 ⬆️	+3
I am clear what my duties and responsibilities are	85 10	85%	-1	+6 ⬆️	+5 ⬆️	+5 ⬆️
I am satisfied with the recognition I receive for doing a good job	73 15 13	73%	-7 ⬇️	+6 ⬆️	+2	+1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	76 13 11	76%	0	+24 ⬆️	+22 ⬆️	+14 ⬆️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	69 21 10	69%	-12 ⬇️	-5 ⬇️	-11 ⬇️	-6 ⬇️
I am satisfied with the stability and security of my job	89	89%	-8 ⬇️	+7 ⬆️	+9 ⬆️	+7 ⬆️
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	55 26 19	55%	-17 ⬇️	-24 ⬇️	-30 ⬇️	-25 ⬇️

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	64 21 15	64%	+12 ⬆	+2	+7 ⬆	+10 ⬆
I understand how my role contributes to achieving an outcome for the Australian public	94	94%	+1	+1	+1	+1
I believe strongly in the purpose and objectives of the APS	85 15	85%	-3	+1	+1	+2

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work		18%	-9 ⬇	-6 ⬇	-4	-4
Slightly above capacity - lots of work to do		44%	+5 ⬆	+4	+4	+1
At capacity - about the right amount of work to do		31%	+2	+2	+1	+4
Slightly below capacity - available for more work		3%	-1	-2	-3	-3
Well below capacity - not enough work		3%	+3	+2	+2	+2

KEY



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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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	<div><div>69</div><div>18</div><div>13</div></div>	69%	+2	-11⬇️	-12⬇️	-11⬇️
My supervisor actively ensures that everyone can be included in workplace activities	<div><div>85</div><div>8</div></div>	85%	-3	+2	+2	+2
I receive the respect I deserve from my colleagues at work	<div><div>84</div><div>15</div></div>	84%	+5⬆️	+2	+2	+3

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div><div></div></div>	21%	+2	+8⬆️	+7⬆️	+2
Flexible hours of work	<div><div></div></div>	26%	+5⬆️	-2	-9⬇️	-3
Compressed work week	<div><div></div></div>	3%	+1	0	0	-1
Job sharing	<div><div></div></div>	0%	0	0	0	0
Working away from the office/working from home	<div><div></div></div>	70%	+7⬆️	+13⬆️	+1	+7⬆️
None of the above	<div><div></div></div>	15%	-16⬇️	-11⬇️	-2	-5⬇️

KEY



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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
SPECIALIST
AGENCIES

VARIANCE
FROM EXTRA
SMALL SIZED
AGENCIES

-5 ↓

-4

-5 ↓

-6 ↓

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%

-5 ↓

+7 ↑

+4

+2

My immediate supervisor encourages me to come up with new or better ways of doing things

70

17

13

70%

-13 ↓

-2

-5 ↓

-5 ↓

People are recognised for coming up with new and innovative ways of working

42

37

22

42%

-12 ↓

-16 ↓

-19 ↓

-18 ↓

My agency inspires me to come up with new or better ways of doing things

47

31

22

47%

-6 ↓

-2

-6 ↓

-8 ↓

My agency recognises and supports the notion that failure is a part of innovation

18

53

28

18%

-3

-21 ↓

-21 ↓

-24 ↓

KEY

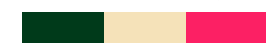


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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				66	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
							-3	-2	-5⬇️	-5⬇️
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	60	27	13	60%	-13⬇️	-4	-8⬇️	-8⬇️	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	54	34	12	54%	-3	-8⬇️	-12⬇️	-11⬇️	
	My agency does a good job of promoting health and wellbeing	54	20	25	54%	-1	-9⬇️	-11⬇️	-10⬇️	
	I think my agency cares about my health and wellbeing	65	23	12	65%	+3	+4	-3	-7⬇️	
	I believe my immediate supervisor cares about my health and wellbeing	80	15		80%	-16⬇️	-5⬇️	-8⬇️	-7⬇️	

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
How often do you find your work stressful?						
Always	<div></div>	3%	-1	-2	0	-1
Often	<div></div>	15%	-10 ↓	-11 ↓	-8 ↓	-8 ↓
Sometimes	<div></div>	61%	+11 ↑	+12 ↑	+10 ↑	+12 ↑
Rarely	<div></div>	21%	0	+3	0	-1
Never		0%	0	-2	-2	-2
To what extent is your work emotionally demanding?						
To a very large extent		0%	-2	-8 ↓	-6 ↓	-6 ↓
To a large extent	<div></div>	10%	-11 ↓	-11 ↓	-7 ↓	-5 ↓
Somewhat	<div></div>	47%	+1	+8 ↑	+8 ↑	+6 ↑
To a small extent	<div></div>	33%	+8 ↑	+10 ↑	+7 ↑	+8 ↑
To a very small extent	<div></div>	10%	+4	+1	-1	-3

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree	<div></div>	5%	-5⬇️	-4	-3	-3
Agree	<div></div>	23%	+6⬆️	-1	+2	+3
Neither agree nor disagree	<div></div>	35%	0	+3	+5⬆️	+7⬆️
Disagree	<div></div>	32%	-4	+3	-1	0
Strongly disagree	<div></div>	5%	+3	-2	-3	-7⬇️
In general, would you say that your health is:						
Excellent	<div></div>	5%	-5⬇️	-5⬇️	-7⬇️	-8⬇️
Very good	<div></div>	48%	+9⬆️	+14⬆️	+12⬆️	+11⬆️
Good	<div></div>	36%	-2	-2	0	+1
Fair	<div></div>	5%	-7⬇️	-10⬇️	-8⬇️	-8⬇️
Poor	<div></div>	7%	+5⬆️	+3	+3	+4

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

Excellent	<div></div>	28%	0	0	-2	-3
Very good	<div></div>	54%	-5 ↓	-1	0	0
Average	<div></div>	16%	+7 ↑	+1	+3	+3
Below average		0%	-4	-2	-2	-1
Well below average	<div></div>	2%	+2	+1	+1	+1

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

Excellent	<div></div>	15%	-1	-1	-4	-7 ↓
Very good	<div></div>	58%	+5 ↑	+4	+3	+3
Average	<div></div>	24%	-5 ↓	-1	+2	+6 ↑
Below average	<div></div>	2%	+2	-2	-2	-2
Well below average	<div></div>	2%	0	0	0	-1

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	76 13 11	76%	-19⬇️	-2	-5⬇️	-9⬇️
My workgroup has the tools and resources we need to perform well	55 15 31	55%	+11⬆️	-4	-4	-8⬇️
The people in my workgroup use time and resources efficiently	74 15 11	74%	-11⬇️	-2	-5⬇️	-4
My workgroup can readily adapt to new priorities and tasks	85 8	85%	-3	+2	+1	0
The people in my workgroup cooperate to get the job done	87 8	87%	-7⬇️	-1	-3	-3

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA 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>	11%	-2	+2	+3	+1
I want to leave my position within the next 12 months	<div></div>	30%	+4	+5	+7	+7
I want to stay working in my position for the next one to two years	<div></div>	41%	-6	+4	0	-2
I want to stay working in my position for at least the next three years	<div></div>	18%	+4	-11	-10	-6

What best describes your plans involved with leaving your current position?

I am planning to retire	<div></div>	4%	+4	-1	0	0
I am pursuing another position within my agency	<div></div>	24%	-1	-17	-2	+17
I am pursuing a position in another agency	<div></div>	56%	-9	+29	+21	+6
I am pursuing work outside the APS	<div></div>	8%	+8	-3	-9	-13
It is the end of my non-ongoing, casual or contracted employment		0%	0	-3	-5	-4
Other	<div></div>	8%	-2	-5	-5	-6

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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What is the primary reason behind your desire to leave your current position? (5 highest responses):

There are a lack of future career opportunities in my agency	<div></div>	24%	-	-	-	-
I wish to pursue a promotion opportunity	<div></div>	24%	-	-	-	-
Other	<div></div>	10%	-	-	-	-
I have experienced unacceptable behaviours (such as bullying or harassment)	<div></div>	10%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	<div></div>	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 SPECIALIST AGENCIES

VARIANCE FROM EXTRA SMALL SIZED AGENCIES

During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?

Yes	<div><div></div></div>	13%	+9↑	+3	+5↑	+5↑
No	<div><div></div></div>	87%	-9↓	-3	-5↓	-5↓

Did this discrimination occur in your current agency?

Yes	The data for this question has been hidden for anonymity reasons.
No	The data for this question has been hidden for anonymity reasons.

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 SPECIALIST AGENCIES

VARIANCE FROM EXTRA SMALL SIZED AGENCIES

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

Yes	<div></div>	15%	+9 ↑	+4	+7 ↑	+6 ↑
No	<div></div>	77%	-13 ↓	-7 ↓	-10 ↓	-9 ↓
Not sure	<div></div>	8%	+4	+3	+3	+3

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden for anonymity reasons.

It was reported by someone else

The data for this question has been hidden for anonymity reasons.

I did not report the behaviour

The data for this question has been hidden for anonymity reasons.

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
SPECIALIST
AGENCIES

VARIANCE
FROM EXTRA
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>	3%	+1	0	0	-1
No	<div></div>	90%	-6 ↓	-1	-1	0
Not sure	<div></div>	5%	+5 ↑	+1	+1	0
Would prefer not to answer	<div></div>	2%	0	-1	0	0

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden for anonymity reasons.

It was reported by someone else

The data for this question has been hidden for anonymity reasons.

I did not report the behaviour

The data for this question has been hidden for anonymity reasons.

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	23%
Woman or female	73%
Non-binary	2%
I use a different term	0%
Prefer not to say	3%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	16%
No	84%

Do you have carer responsibilities?	Responses
Yes	47%
No	53%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	15%
No	85%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	74%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	0%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	3%
Anglo-European	11%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	5%
South-East Asian	2%
North-East Asian	3%
Southern and Central Asian	5%
North American	3%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	0%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	11%
No	85%
Not sure	3%

AGENCY POSITION



AGENCY POSITION

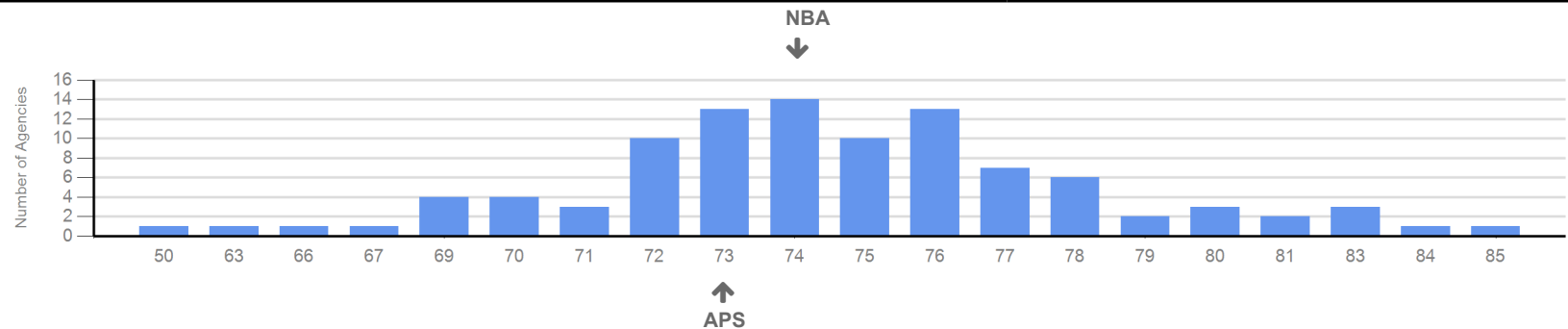
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

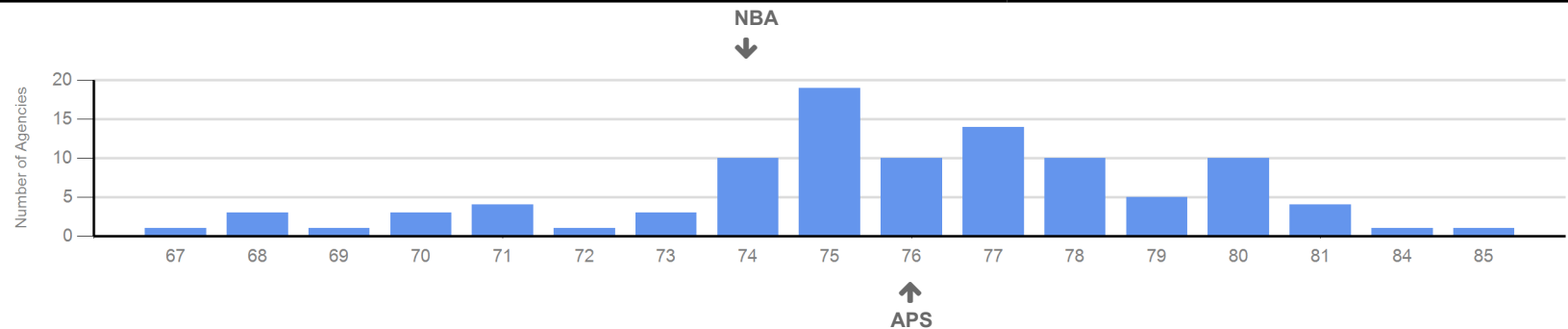
Employee Engagement Index

Ranking : 51st of 100



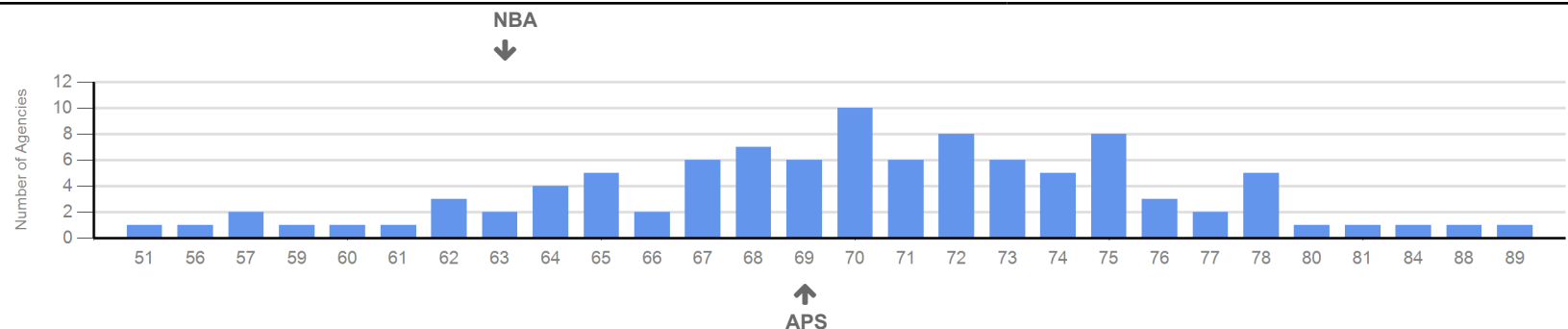
Leadership – Immediate Supervisor Index

Ranking : 84th of 100



Leadership – SES Manager Index

Ranking : 89th of 100



AGENCY POSITION



AGENCY POSITION

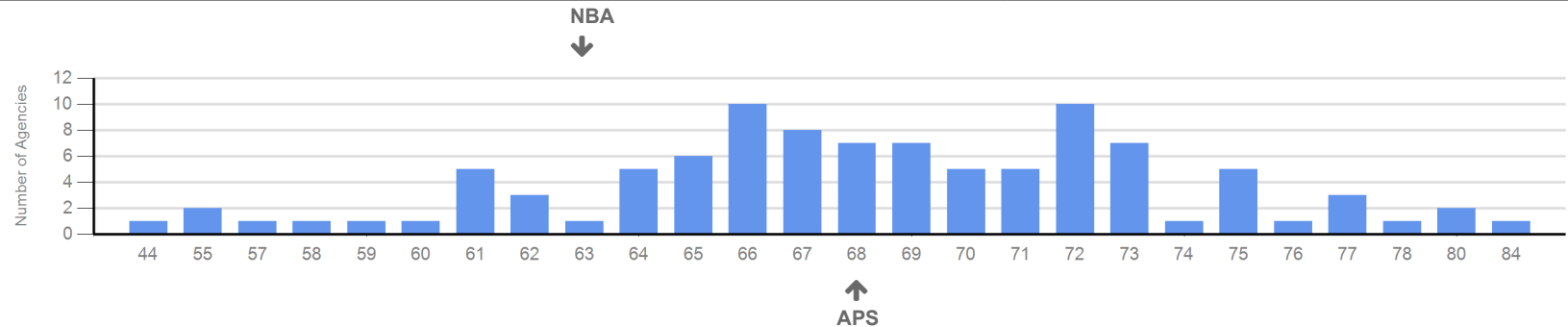
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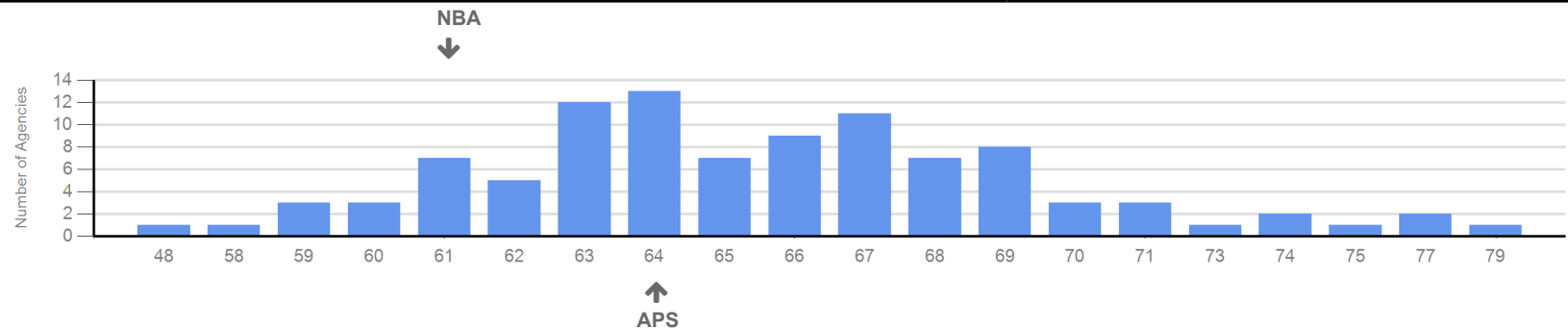
Communication Index

Ranking : 85th of 100



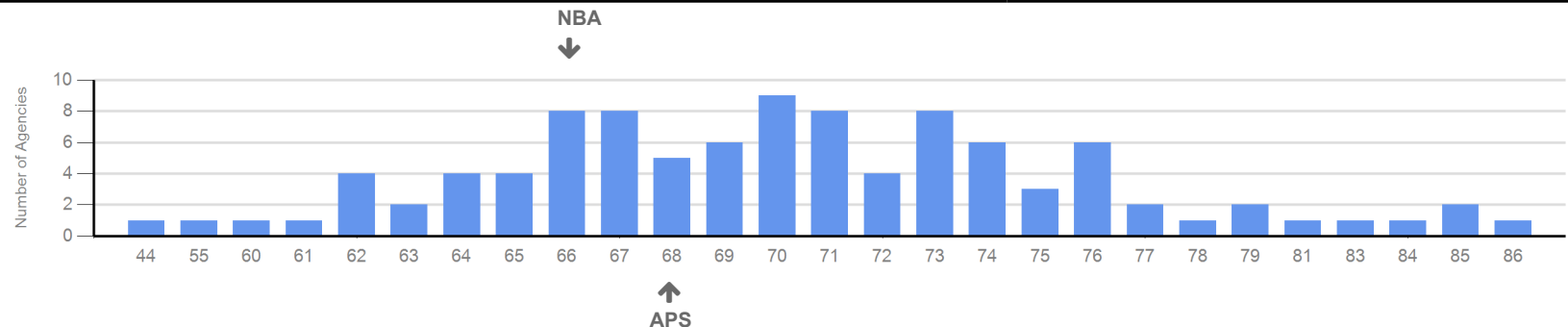
Enabling Innovation Index

Ranking : 91st of 100



Wellbeing Policies and Support Index

Ranking : 79th 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
SPECIALIST
AGENCIES

VARIANCE
FROM EXTRA
SMALL SIZED
AGENCIES

.1

Where appropriate, I am able to take part in decisions that affect my job

79%

+2

+10↑

+6↑

+3

.2

To what extent do you agree that your recent performance and development discussions with your supervisor helped improve your performance?

55%

-4

-5↓

-4

-5↓

.3

My immediate supervisor encourages me to come up with new or better ways of doing things

70%

-13↓

-2

-5↓

-5↓

.4

People are recognised for coming up with new and innovative ways of working

42%

-12↓

-16↓

-19↓

-18↓

.5

My supervisor provides me with helpful feedback to improve my performance

75%

-8↓

-2

-1

+1

.6

My agency inspires me to come up with new or better ways of doing things

47%

-6↓

-2

-6↓

-8↓

NBA SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
My SES manager regularly engages with staff about decisions and priorities of the workgroup	57	28	16	57%	-5↓
My supervisor treats people with respect	85	8		85%	-8↓
My supervisor gives me responsibility and holds me to account for what I deliver	90	10		90%	-3
My supervisor coaches me as part of my development	67	24	9	67%	-8↓
I know what constitutes good performance in my role	83	12		83%	-5↓
I feel I have become a more effective employee over the last year	74	17	9	74%	+9↑
I feel comfortable giving opinions and feedback to managers	83	10		83%	+8↑
I proactively take responsibility for my health and wellbeing at work	90	8		90%	+3
I received recognition when I last accomplished something significant at work	69	10	21	69%	-8↓
The work processes we have in place allow me to be as productive as possible	46	23	32	46%	+13↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



NBA SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
In general, employees in my agency feel they are valued for their contribution	49	30	21	49%	+7 

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.

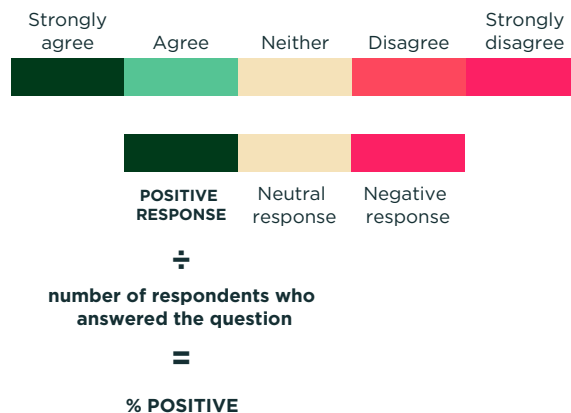
PRIORITISE 3 AREAS TO TAKE FORWARD

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

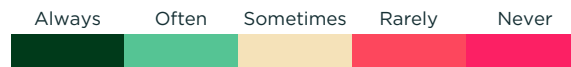
GUIDE TO THIS REPORT

% 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.