

Highlights Report AOFM



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RESPONSES:

36 of 46

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 71%		RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	69	11 19	69%	-10 ↓	-4	-6 ↓	-3
	I am proud to work in my agency	73	18 9	73%	-13 ↓	-3	-11 ↓	-7 ↓
	I would recommend my agency as a good place to work	66	13 22	66%	-7 ↓	-2	-7 ↓	+1
	I believe strongly in the purpose and objectives of my agency	82	12	82%	-8 ↓	-1	-6 ↓	-6 ↓
STAY	I feel a strong personal attachment to my agency	61	21 18	61%	-15 ↓	-4	-11 ↓	-5 ↓
	I feel committed to my agency's goals	73	18 9	73%	-17 ↓	-9 ↓	-12 ↓	-12 ↓
STRIVE	I suggest ideas to improve our way of doing things	94		94%	-2	+10 ↑	+7 ↑	+5 ↑
	I am happy to go the 'extra mile' at work when required	83	11	83%	-6 ↓	-8 ↓	-9 ↓	-8 ↓
	I work beyond what is required in my job to help my agency achieve its objectives	79	15	79%	-4	-4	-5 ↓	-5 ↓
	My agency really inspires me to do my best work every day	52	18 30	52%	-21 ↓	-5 ↓	-8 ↓	-8 ↓

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 EXTRA SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	66	17	17	66%	-20 ↓	-13 ↓	-13 ↓	-10 ↓
My supervisor can deliver difficult advice whilst maintaining relationships	57	31	11	57%	-15 ↓	-21 ↓	-21 ↓	-19 ↓
My supervisor invites a range of views, including those different to their own	71	11	17	71%	-	-8 ↓	-9 ↓	-8 ↓
My supervisor encourages my team to regularly review and improve our work	69	17	14	69%	-14 ↓	-11 ↓	-10 ↓	-10 ↓
My supervisor is invested in my development	54	29	17	54%	-22 ↓	-19 ↓	-19 ↓	-19 ↓
My immediate supervisor encourages me	55	36	9	55%	-14 ↓	-21 ↓	-22 ↓	-21 ↓
My supervisor ensures that my workgroup delivers on what we are responsible for	83	9	9	83%	-3	-4	-4	0
My supervisor provides me with helpful feedback to improve my performance	51	26	23	51%	-	-23 ↓	-22 ↓	-20 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	67	18	15	67%	-5⬇️	0	0	+2
My SES manager presents convincing arguments and persuades others towards an outcome	67	21	12	67%	-	+6⬆️	+5⬆️	+1
My SES manager promotes cooperation within and between agencies	70	15	15	70%	-2	+4	+4	-1
My SES manager encourages innovation and creativity	58	27	15	58%	-	-7⬇️	-5⬇️	-8⬇️
My SES manager creates an environment that enables us to deliver our best	67	18	15	67%	-	+5⬆️	+5⬆️	+4
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	79	15		79%	-10⬇️	+6⬆️	+4	+1
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
In my agency, the SES work as a team	60	37		60%	-15⬇️	+7⬆️	+8⬆️	+2
In my agency, the SES clearly articulate the direction and priorities for our agency	76	9	15	76%	-6⬇️	+16⬆️	+17⬆️	+15⬆️

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 EXTRA SMALL SIZED AGENCIES
My supervisor communicates effectively		69%	-18↓	-13↓	-14↓	-11↓
My SES manager communicates effectively		73%	-13↓	+4	+3	+5↑
In my agency, communication between SES and other employees is effective		58%	-28↓	+7↑	+9↑	+6↑
Internal communication within my agency is effective		55%	-18↓	-3	-4	-2
When changes occur, the impacts are communicated well within my workgroup		57%	-15↓	-9↓	-11↓	-8↓
Staff are consulted about change at work		42%	-9↓	-3	-2	-3
Change is managed well in my agency		48%	-17↓	+6↑	+7↑	+7↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR












AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		78%	-12↓	-6↓	-10↓	-9↓
I have a choice in deciding how I do my work		73%	-10↓	+11↑	0	-1
Where appropriate, I am able to take part in decisions that affect my job		72%	-	+5↑	0	0
I am clear what my duties and responsibilities are		70%	-20↓	-9↓	-9↓	-4
I am satisfied with the recognition I receive for doing a good job		61%	-11↓	-5↓	-8↓	-6↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		72%	-13↓	+7↑	+9↑	+3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		56%	-19↓	-21↓	-25↓	-20↓
I am satisfied with the stability and security of my job		86%	-14↓	+6↑	+10↑	+12↑
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		71%	-	-4	-9↓	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> <div style="width: 42%; background-color: #004d00; color: white; text-align: center; padding: 5px;">42</div> <div style="width: 36%; background-color: #e6c07d; color: white; text-align: center; padding: 5px;">36</div> <div style="width: 21%; background-color: #e61e4d; color: white; text-align: center; padding: 5px;">21</div> </div>	42%	-16 ↓	-21 ↓	-14 ↓	-10 ↓
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100%;"> <div style="width: 83%; background-color: #004d00; color: white; text-align: center; padding: 5px;">83</div> <div style="width: 8%; background-color: #e6c07d; color: white; text-align: center; padding: 5px;">8</div> <div style="width: 8%; background-color: #e61e4d; color: white; text-align: center; padding: 5px;">8</div> </div>	83%	-6 ↓	-7 ↓	-8 ↓	-5 ↓
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> <div style="width: 79%; background-color: #004d00; color: white; text-align: center; padding: 5px;">79</div> <div style="width: 9%; background-color: #e6c07d; color: white; text-align: center; padding: 5px;">9</div> <div style="width: 12%; background-color: #e61e4d; color: white; text-align: center; padding: 5px;">12</div> </div>	79%	-7 ↓	-3	-2	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


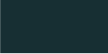





AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		15%	+1	-9 ↓	-10 ↓	-12 ↓
Slightly above capacity – lots of work to do		27%	-18 ↓	-13 ↓	-15 ↓	-14 ↓
At capacity – about the right amount of work to do		36%	+9 ↑	+8 ↑	+10 ↑	+12 ↑
Slightly below capacity – available for more work		18%	+8 ↑	+13 ↑	+13 ↑	+13 ↑
Well below capacity – not enough work		3%	0	+2	+2	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	52	27	21	52%	-14 ↓	-28 ↓	-30 ↓	-24 ↓
My supervisor actively supports people from diverse backgrounds	46	43	11	46%	-	-34 ↓	-34 ↓	-31 ↓
I receive the respect I deserve from my colleagues at work	70	21	9	70%	-6 ↓	-11 ↓	-10 ↓	-9 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

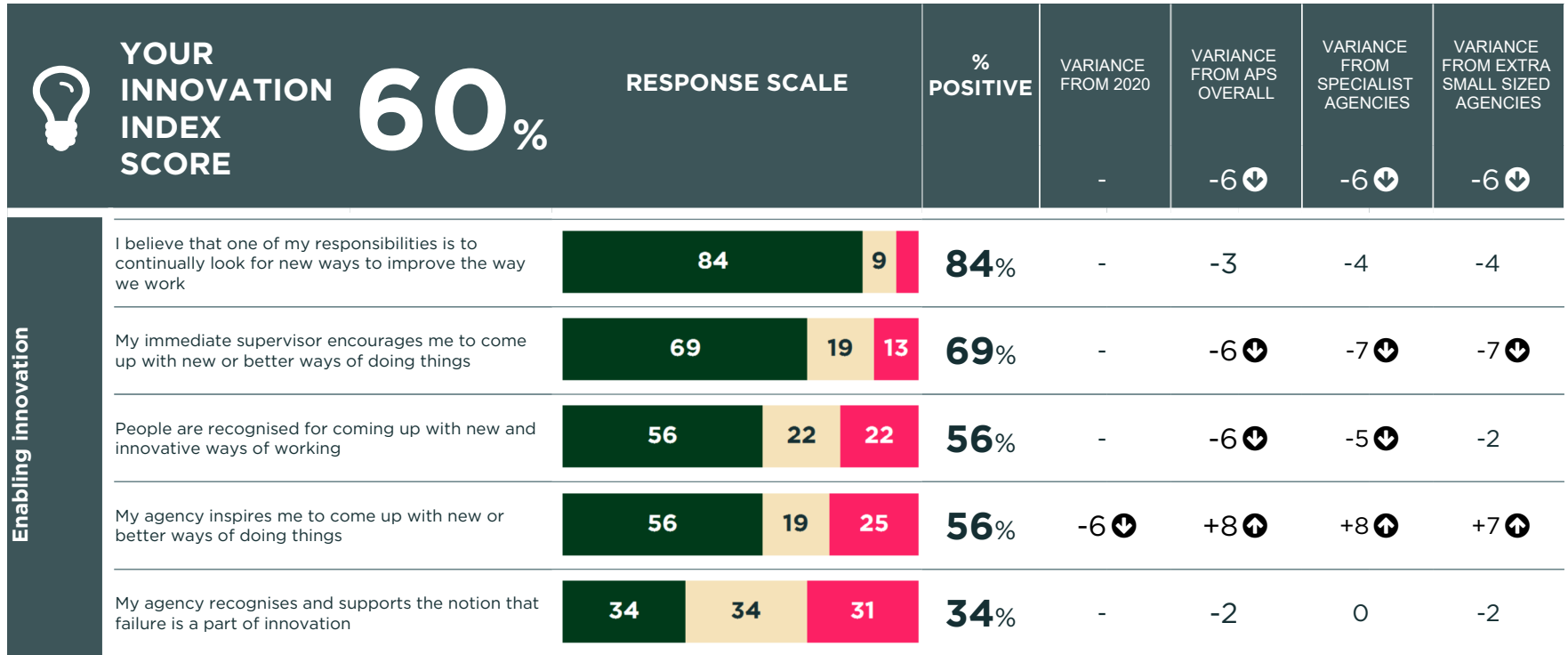


ENABLING INNOVATION



ENABLING INNOVATION

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



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

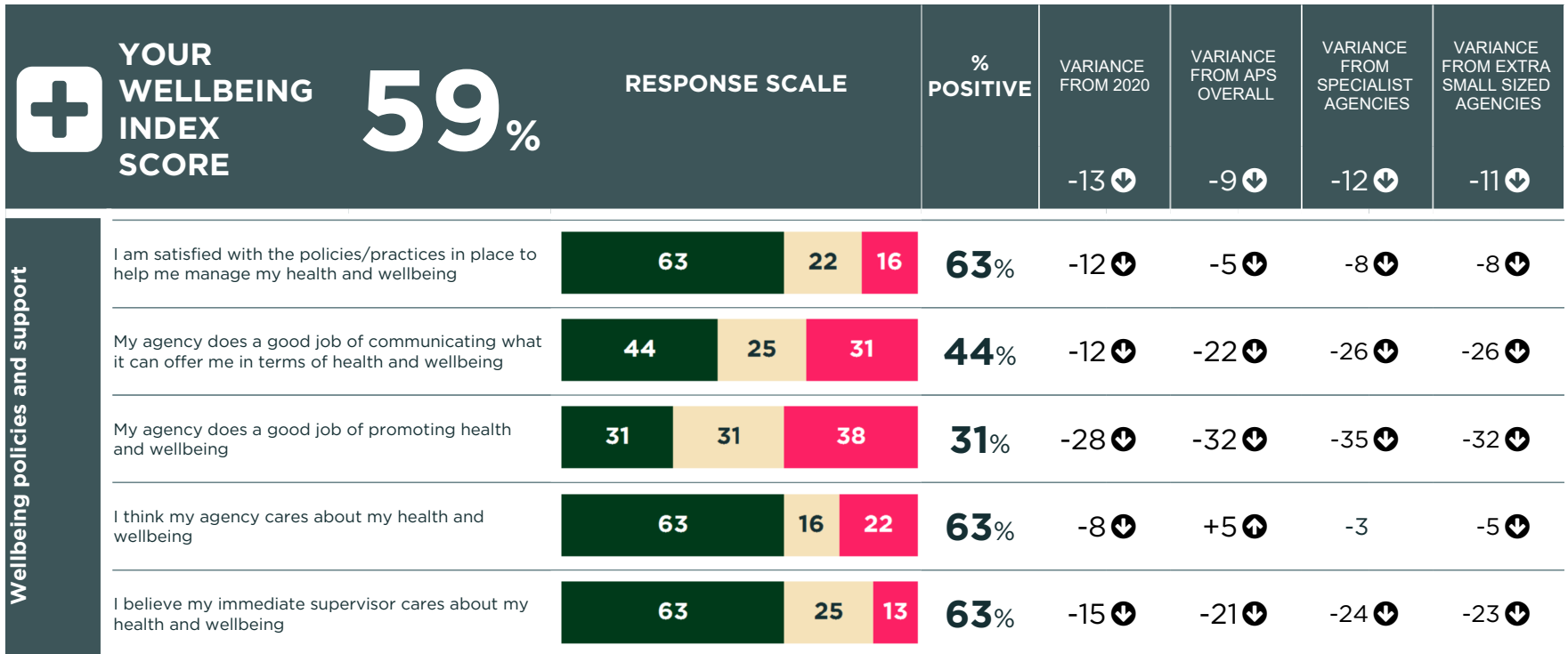


WELLBEING POLICIES AND SUPPORT



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






Positive Neutral Negative







WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		3%	-	-3	-1	-2
Often		19%	-	-10 ↓	-8 ↓	-9 ↓
Sometimes		47%	-	-1	-3	-1
Rarely		22%	-	+6 ↑	+4	+4
Never		9%	-	+8 ↑	+8 ↑	+7 ↑

To what extent is your work emotionally demanding?

To a very large extent		0%	0	-8 ↓	-6 ↓	-6 ↓
To a large extent		13%	-2	-11 ↓	-7 ↓	-9 ↓
Somewhat		34%	+20 ↑	-5 ↓	-6 ↓	-6 ↓
To a small extent		34%	-6 ↓	+13 ↑	+9 ↑	+11 ↑
To a very small extent		19%	-11 ↓	+11 ↑	+10 ↑	+9 ↑

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 EXTRA SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		3%	-4	-6 ↓	-6 ↓	-5 ↓
Agree		22%	+3	-3	-2	-3
Neither agree nor disagree		22%	0	-9 ↓	-8 ↓	-7 ↓
Disagree		28%	+2	0	-1	0
Strongly disagree		25%	-1	+18 ↑	+17 ↑	+15 ↑
In general, would you say that your health is:						
Excellent		19%	-	+7 ↑	+6 ↑	+6 ↑
Very good		34%	-	-1	-2	-3
Good		38%	-	+2	+3	+4
Fair		9%	-	-5 ↓	-4	-4
Poor		0%	-	-4	-3	-2

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

Excellent		18%	-	-9 ↓	-11 ↓	-9 ↓
Very good		55%	-	-1	-1	-4
Average		18%	-	+3	+4	+5 ↑
Below average		3%	-	+1	+1	+2
Well below average		6%	-	+5 ↑	+6 ↑	+5 ↑

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

Excellent		38%	-	+22 ↑	+20 ↑	+18 ↑
Very good		38%	-	-18 ↓	-19 ↓	-18 ↓
Average		19%	-	-5 ↓	-2	-1
Below average		6%	-	+3	+3	+2
Well below average		0%	-	-2	-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 EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		83%	0	+2	-1	-5 ↓
My workgroup has the tools and resources we need to perform well		49%	-7 ↓	-15 ↓	-13 ↓	-12 ↓
The people in my workgroup use time and resources efficiently		66%	-10 ↓	-11 ↓	-14 ↓	-14 ↓
My workgroup can readily adapt to new priorities and tasks		80%	-10 ↓	-6 ↓	-6 ↓	-7 ↓
The people in my workgroup cooperate to get the job done		71%	-15 ↓	-16 ↓	-17 ↓	-17 ↓

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 EXTRA SMALL 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		13%	-	+3	+4	+2
I want to leave my position within the next 12 months		34%	-	+12	+13	+12
I want to stay working in my position for the next one to two years		34%	-	-2	-5	-11
I want to stay working in my position for at least the next three years		19%	-	-13	-13	-3
What best describes your plans involved with leaving your current position?						
I am planning to retire		7%	-	+1	+1	+3
I am pursuing another position within my agency		20%	-	-22	-8	+9
I am pursuing a position in another agency		20%	-	-5	-13	-24
I am pursuing work outside the APS		47%	-	+35	+31	+25
It is the end of my non-ongoing, casual or contracted employment		7%	-	+3	+1	-2
Other		0%	-	-13	-12	-12

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 EXTRA SMALL SIZED AGENCIES
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What is the primary reason behind your desire to leave your current position? (3 highest responses):

There is a lack of future career opportunities in my agency		46%	-	-	-
I am not satisfied with the work		31%	-	-	-
I want to try a different type of work or I'm seeking a career change		8%	-	-	-

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 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		10%	+6	-2	+1	+2
No		90%	-6	+2	-1	-2
Did this discrimination occur in your current agency?						
Yes		67%	-33	-27	-25	-20
No		33%	+33	+27	+25	+20

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

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

		%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Yes		3%	0	-8 ↓	-6 ↓	-8 ↓
No		87%	-2	+5 ↑	+2	+5 ↑
Not sure		10%	+2	+3	+4	+3

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		0%	-	-34 ↓	-30 ↓	-31 ↓
It was reported by someone else		0%	-	-7 ↓	-6 ↓	-7 ↓
I did not report the behaviour		100%	-	+41 ↑	+36 ↑	+37 ↑

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 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		3%	+3	-1	0	-2
No		88%	-9 ↓	-2	-3	+2
Not sure		3%	-1	-1	-1	-3
Would prefer not to answer		6%	+6 ↑	+4	+4	+4
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		0%	-	-20 ↓	-14 ↓	-16 ↓
It was reported by someone else		0%	-	-15 ↓	-9 ↓	-16 ↓
I did not report the behaviour		100%	-	+35 ↑	+23 ↑	+33 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES	
How do you describe your gender?						
Man or male		67%	-9 ↓	+29 ↑	+25 ↑	+37 ↑
Woman or female		25%	+1	-34 ↓	-28 ↓	-40 ↓
Non-binary		0%	-	0	-1	0
I use a different term		0%	-	0	0	-
Prefer not to say		8%	+8 ↑	+5 ↑	+4	+3
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		0%	0	-4	-2	-2
No		100%	0	+4	+2	+2
Do you have an ongoing disability?						
Yes		0%	0	-9 ↓	-7 ↓	-6 ↓
No		100%	+3	+9 ↑	+7 ↑	+6 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		42%	+11	+2	+2	+3
No		58%	-11	-2	-2	-3
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		3%	+3	-4	-5	-7
No		97%	-3	+4	+5	+7
In which country were you born?						
Australia		78%	-	+1	+2	0
Other country		22%	-	-1	-2	0
Do you speak a language other than English at home?						
No, English only		81%	-	0	-1	-4
Yes, other		19%	-	0	+1	+4

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.

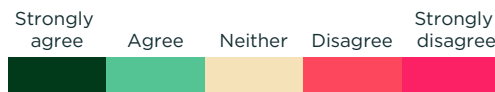
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.