



Highlights Report ACQSC



CONTENT	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and Change	6
Workplace Conditions	7
Inclusion	9
Enabling Innovation	10
Wellbeing Policies and Support	11
Wellbeing	12
Performance	14
Retention	16
Unacceptable Behaviour	18
Demographics	21
Agency Position	22
Suggested Questions to Focus On	24
Agency Specific Questions	25
Time to Take Action	27
Guide to this Report	28

RESPONSES:
978 of 1,203
RESPONSE RATE:
81%

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		73	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	74	15 11	74%	+6 ↑	+1	-1	-1
	I am proud to work in my agency	75	18 7	75%	+4	-1	-5 ↓	-5 ↓
	I would recommend my agency as a good place to work	63	21 16	63%	+8 ↑	-5 ↓	-10 ↓	-6 ↓
	I believe strongly in the purpose and objectives of my agency	91		91%	+1	+7 ↑	+1	+3
STAY	I feel a strong personal attachment to my agency	59	26 16	59%	+2	-1	-5 ↓	-4
	I feel committed to my agency's goals	87	10	87%	0	+4	+1	+2
STRIVE	I suggest ideas to improve our way of doing things	85	12	85%	-1	-1	-2	-3
	I am happy to go the 'extra mile' at work when required	92		92%	+1	+2	+1	+1
	I work beyond what is required in my job to help my agency achieve its objectives	83	13	83%	+1	+3	+3	+2
	My agency really inspires me to do my best work every day	60	26 14	60%	+8 ↑	+3	-1	-1

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		76	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	79	12 9	79%	+6	0	-1	0	
	My supervisor can deliver difficult advice whilst maintaining relationships	78	14 8	78%	+4	0	-2	-1	
	My supervisor invites a range of views, including those different to their own	83	10 7	83%	+3	+1	-1	0	
	My supervisor encourages my team to regularly review and improve our work	82	12	82%	+5	+1	0	+1	
	My supervisor is invested in my development	72	18 10	72%	+4	-3	-4	-4	
	My supervisor ensures that my workgroup delivers on what we are responsible for	86	9	86%	+1	-1	-2	-1	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	77	15 8	77%	+5	0	-1	0	
	My immediate supervisor encourages me	77	16	77%	+3	+1	-1	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	68	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				+4	-1	-2	-2

SES Manager	My SES manager clearly articulates the direction and priorities for our area	66	22	12	66%	+3	-2	-3	-3
	My SES manager presents convincing arguments and persuades others towards an outcome	59	31	10	59%	+5 ⬆️	-3	-6 ⬇️	-5 ⬇️
	My SES manager promotes cooperation within and between agencies	60	32	8	60%	+3	-6 ⬇️	-8 ⬇️	-8 ⬇️
	My SES manager encourages innovation and creativity	61	28	11	61%	+4	-4	-6 ⬇️	-5 ⬇️
	My SES manager creates an environment that enables us to deliver our best	59	27	14	59%	+6 ⬆️	-4	-5 ⬇️	-6 ⬇️
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	72	21	7	72%	+4	-1	-5 ⬇️	-4

Other similar questions

In my agency, the SES work as a team	46	37	17	46%	+5 ⬆️	-7 ⬇️	-7 ⬇️	-7 ⬇️
In my agency, the SES clearly articulate the direction and priorities for our agency	61	24	15	61%	+5 ⬆️	-2	-4	-3
In my agency, communication between SES and other employees is effective	49	30	21	49%	+7 ⬆️	-4	-5 ⬇️	-3
My SES manager routinely promotes the use of data and evidence to deliver outcomes	67	25	8	67%	-	+2	0	-1

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 66		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				+2	-2	-3	-2



















Communication	My supervisor communicates effectively	80	10	10	80%	+1	0	-1	-1
	My SES manager communicates effectively	65	21	14	65%	+4	-4	-5	-4
	Internal communication within my agency is effective	51	23	26	51%	+3	-5	-8	-6

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	63	17	20	63%	+3	-4	-6	-6
	Staff are consulted about change at work	46	35	19	46%	+5	-3	-5	-3
	Change is managed well in my agency	37	30	33	37%	+3	-6	-8	-5

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
My job gives me opportunities to utilise my skills		81%	+2	+3	0	-1
I have a choice in deciding how I do my work		67%	+6 	+3	-4	-4
Where appropriate, I am able to take part in decisions that affect my job		66%	+6 	-3	-5 	-6 
I am clear what my duties and responsibilities are		80%	+1	+1	0	+1
I am satisfied with the recognition I receive for doing a good job		69%	+9 	+3	-1	0
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		56%	+1	+4	+2	+1
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		74%	+6 	0	-7 	-3
I am satisfied with the stability and security of my job		79%	+2	-3	-5 	-2
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		82%	+8 	+3	-4	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


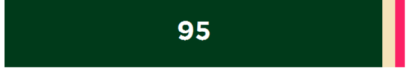



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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		63%	0	+1	+3	+3
I understand how my role contributes to achieving an outcome for the Australian public		95%	+2	+2	+2	+2
I believe strongly in the purpose and objectives of the APS		89%	+2	+4	+3	+4

	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		22%	-13 ⬇️	-2	-3	-2
Slightly above capacity - lots of work to do		41%	+5 ⬆️	+1	0	0
At capacity - about the right amount of work to do		30%	+7 ⬆️	0	+2	+2
Slightly below capacity - available for more work		6%	+1	0	0	0
Well below capacity - not enough work		2%	-1	0	0	0

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		73%	+7 	-7 	-7 	-6 
My supervisor actively ensures that everyone can be included in workplace activities		83%	+5 	0	-2	-1
I receive the respect I deserve from my colleagues at work		81%	0	0	-2	-1

	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		11%	0	-3	-3	-2
Flexible hours of work		28%	+2	0	-2	-2
Compressed work week		3%	+1	0	-3	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		76%	-2	+19 	0	+11 
None of the above		13%	+1	-13 	+1	-7 

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		64	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%	0	0	-1	-2	
	My immediate supervisor encourages me to come up with new or better ways of doing things	71	21	8	71%	+2	-1	-3	-4
	People are recognised for coming up with new and innovative ways of working	55	31	14	55%	+6 ⬆️	-3	-6 ⬇️	-3
	My agency inspires me to come up with new or better ways of doing things	48	36	16	48%	+6 ⬆️	-2	-4	-4
	My agency recognises and supports the notion that failure is a part of innovation	38	43	20	38%	+4	-1	-2	-1

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		67	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
					+4	-1	-4	-3	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	61	24	15	61%	+11 ↑	-3	-5 ↓	-3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	59	27	15	59%	+4	-3	-7 ↓	-4
	My agency does a good job of promoting health and wellbeing	59	25	16	59%	+6 ↑	-4	-7 ↓	-5 ↓
	I think my agency cares about my health and wellbeing	58	24	18	58%	+5 ↑	-3	-9 ↓	-7 ↓
	I believe my immediate supervisor cares about my health and wellbeing	84	10		84%	+2	-1	-3	-3

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		5%	-2	0	0	0
Often		27%	-4	+1	+2	+3
Sometimes		50%	+6 	+1	-1	0
Rarely		16%	0	-3	-2	-4
Never		2%	0	+1	+1	+1

To what extent is your work emotionally demanding?

To a very large extent		9%	-6 	+2	+2	+2
To a large extent		27%	-2	+6 	+8 	+7 
Somewhat		35%	+3	-4	-3	-3
To a small extent		20%	+5 	-4	-6 	-5 
To a very small extent		9%	0	0	-1	-1

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
I feel burned out by my work					
Strongly agree	 6%	-5 ↓	-2	-3	-2
Agree	 23%	-1	-1	0	0
Neither agree nor disagree	 33%	+3	+1	+3	+3
Disagree	 30%	+2	+1	-1	-2
Strongly disagree	 8%	0	+1	0	0

In general, would you say that your health is:

Excellent	 11%	0	0	0	0
Very good	 35%	-2	+2	-1	+1
Good	 37%	+3	-1	+1	-1
Fair	 14%	0	-1	0	0
Poor	 3%	-1	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 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		25%	+2	-3	-5 ↓	-5 ↓
Very good		57%	+3	+3	+3	+2
Average		15%	-3	0	+2	+2
Below average		2%	-2	0	0	0
Well below average		1%	0	0	0	0

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

Excellent		15%	+4	-1	-2	-2
Very good		52%	+8 ↑	-1	-4	-3
Average		27%	-3	+3	+6 ↑	+5 ↑
Below average		3%	-6 ↓	-1	0	0
Well below average		2%	-3	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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		76%	+2	-2	-4	-4
My workgroup has the tools and resources we need to perform well		51%	+4	-8 ↓	-4	-7 ↓
The people in my workgroup use time and resources efficiently		73%	0	-3	-4	-5 ↓
My workgroup can readily adapt to new priorities and tasks		81%	-2	-2	-3	-3
The people in my workgroup cooperate to get the job done		85%	-5 ↓	-2	-5 ↓	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



RETENTION



EMPLOYEES WHO INDICATED THAT THEY WANTED TO LEAVE THEIR CURRENT POSITION AS SOON AS POSSIBLE OR WITHIN THE NEXT 12 MONTHS WERE ASKED WHAT THEIR PLANS WERE.

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM 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		9%	-2	-1	-1	0
I want to leave my position within the next 12 months		23%	+2	-2	0	0
I want to stay working in my position for the next one to two years		39%	+1	+2	-3	-1
I want to stay working in my position for at least the next three years		30%	-1	+1	+4	+2

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

I am planning to retire		6%	-1	+1	+3	+2
I am pursuing another position within my agency		30%	+5	-11	-2	+3
I am pursuing a position in another agency		37%	0	+10	+3	0
I am pursuing work outside the APS		9%	-2	-2	-5	-5
It is the end of my non-ongoing, casual or contracted employment		8%	+2	+5	+4	+3
Other		10%	-4	-3	-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	14%	-	-	-	-
I am looking to further my skills in another area	9%	-	-	-	-
Other	9%	-	-	-	-
I can receive a higher salary elsewhere	9%	-	-	-	-
Senior leadership is of a poor quality	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 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		10%	-2	-1	+2	+1
No		90%	+2	+1	-2	-1
Did this discrimination occur in your current agency?						
Yes		93%	+9	+2	+3	+5
No		7%	-9	-2	-3	-5
Basis for the discrimination that you experienced (3 highest responses):						
Age		38%	-	-	-	-
Other		28%	-	-	-	-
Race		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 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		15%	+3	+5	+6	+5
No		81%	-2	-3	-5	-5
Not sure		4%	-1	-1	-1	-1

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		50%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		33%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		31%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		38%	+3	+3	+5	+3
It was reported by someone else		14%	0	+6	+5	+4
I did not report the behaviour		49%	-4	-9	-10	-7

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
<p>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?</p>						
Yes		4%	+1	+1	+1	+1
No		90%	-2	0	-2	0
Not sure		3%	+1	-1	0	-1
Would prefer not to answer		2%	0	0	+1	0
<p>Types of corrupt behaviours witnessed (3 highest responses):</p>						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		65%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		32%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		24%	-	-	-	-
<p>Did you report the potentially corrupt behaviour?</p>						
I reported the behaviour in accordance with my agency's policies and procedures		29%	0	+9 ↑	+15 ↑	+10 ↑
It was reported by someone else		21%	+9 ↑	+5 ↑	+3	+4
I did not report the behaviour		50%	-9 ↓	-14 ↓	-18 ↓	-14 ↓
<p>KEY</p>			<p>↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</p>		<p>↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</p>	

DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	28%
Woman or female	68%
Non-binary	0%
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	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	45%
No	55%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	9%
No	91%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	69%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	15%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	4%
South-East Asian	7%
North-East Asian	1%
Southern and Central Asian	3%
North American	0%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	8%
No	82%
Not sure	10%

AGENCY POSITION



AGENCY POSITION

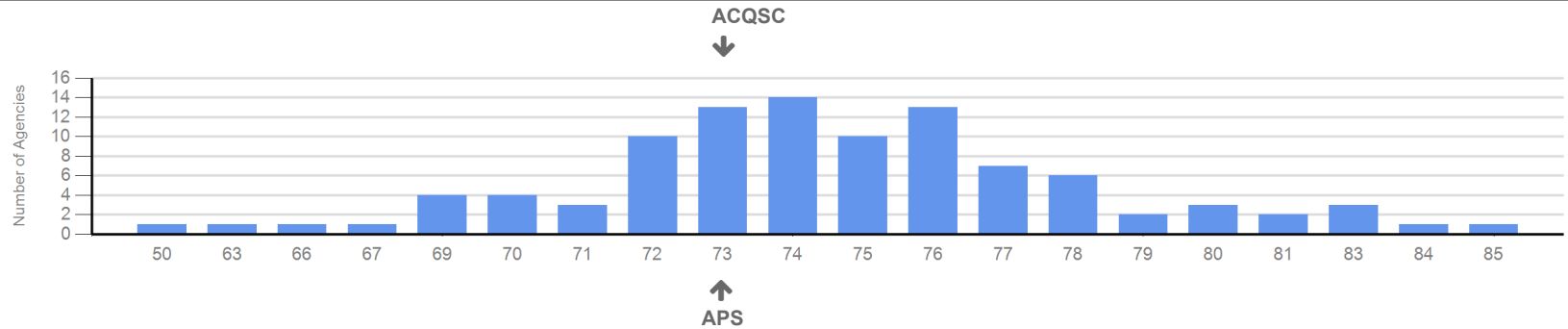
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

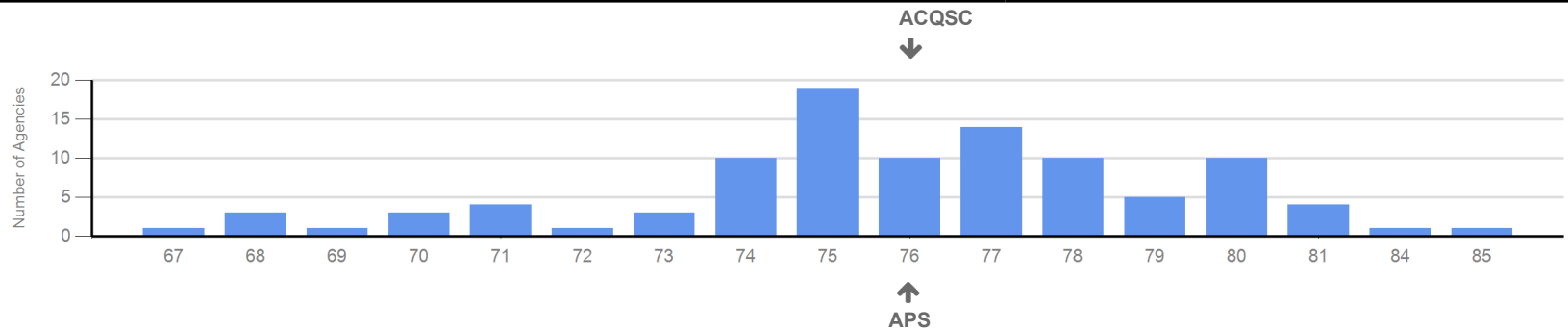
Employee Engagement Index

Ranking : 66th of 100



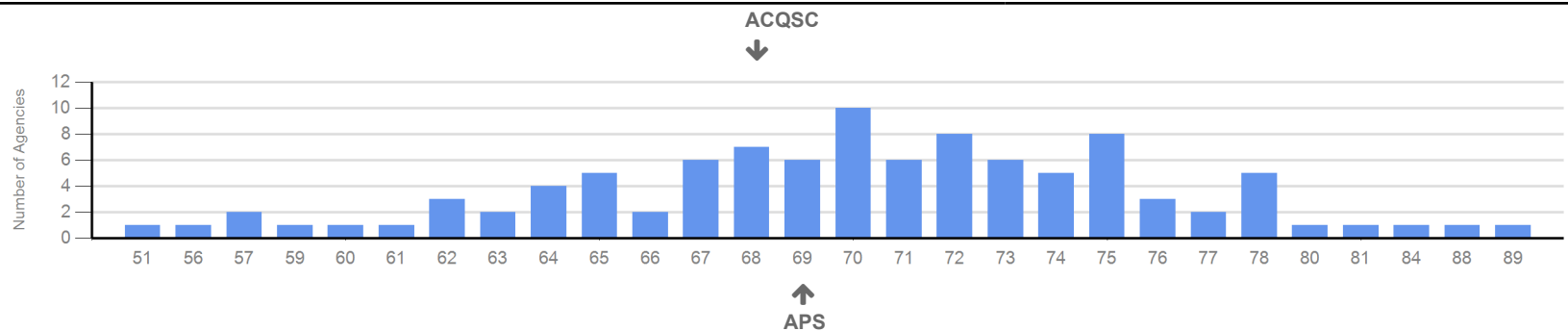
Leadership – Immediate Supervisor Index

Ranking : 52nd of 100



Leadership – SES Manager Index

Ranking : 69th of 100



AGENCY POSITION



AGENCY POSITION

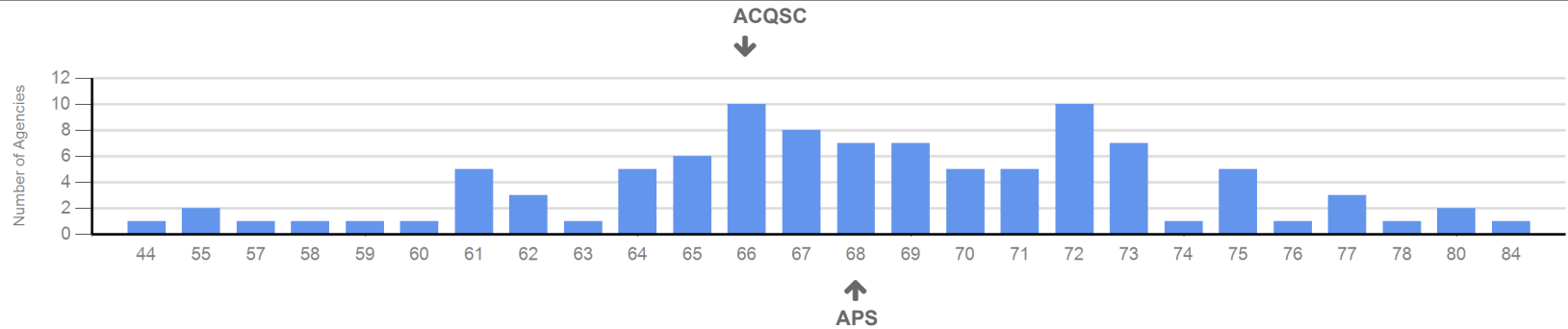
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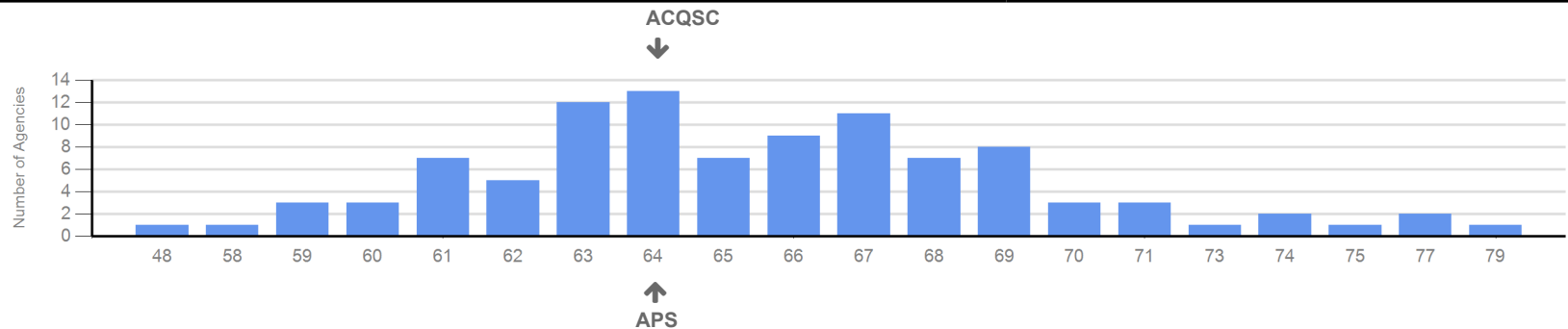
Communication Index

Ranking : 66th of 100



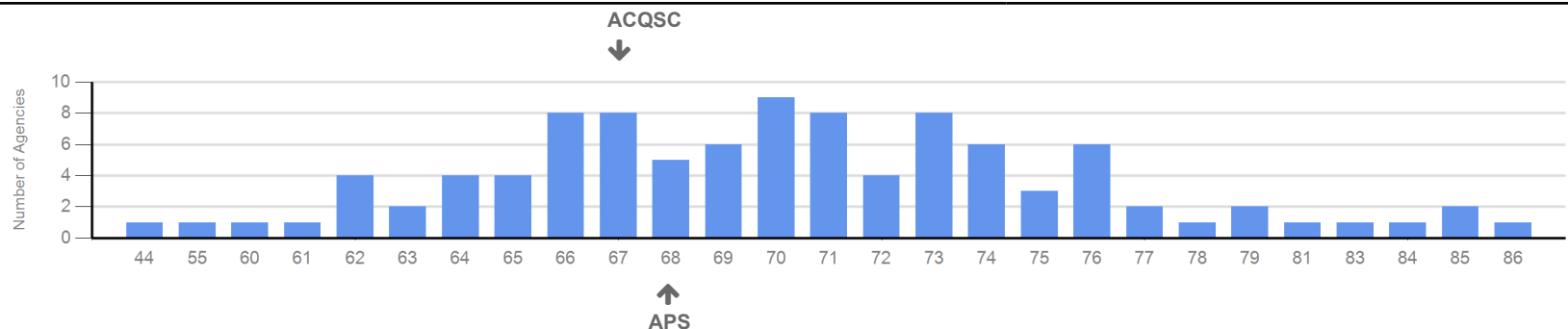
Enabling Innovation Index

Ranking : 58th of 100



Wellbeing Policies and Support Index

Ranking : 73rd 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 supports and actively promotes an inclusive workplace culture			73%	+7	-7	-7	-6
.2	I am satisfied with the recognition I receive for doing a good job			69%	+9	+3	-1	0
.3	My agency inspires me to come up with new or better ways of doing things			48%	+6	-2	-4	-4
.4	I think my agency cares about my health and wellbeing			58%	+5	-3	-9	-7
.5	My SES manager creates an environment that enables us to deliver our best			59%	+6	-4	-5	-6
.6	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS			72%	+4	-1	-5	-4

ACQSC SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
The Commission operates in a cohesive, joined-up way with a shared workplace culture	41	26	33	41%	-
The Commission is committed to creating a diverse workforce (e.g., gender, age, cultural and linguistic background, disability, indigenous, LGBTI+)	70	26	4	70%	-
The Commission is committed to creating an inclusive and respectful culture where staff feel valued, accepted, supported, and have equal opportunity to succeed	66	22	12	66%	-
I understand the Commission's commitment to reconciliation as expressed in the Reconciliation Action Plan	77	19	4	77%	+11 ⬆️
I understand the impact the current aged care reform process will have on older Australians	93	5	2	93%	+17 ⬆️
I understand the Commission's regulatory strategy	83	14	3	83%	-
The Commission has made progress building its capability as a world-class regulator	63	25	11	63%	-
The right stakeholders are involved in the early stages of projects/change	35	40	25	35%	-
I am supported to plan and develop my career	61	25	14	61%	+14 ⬆️
I am comfortable having discussions about my workload with my immediate supervisor	84	9	7	84%	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



ACQSC SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
I have regular two-way conversations with my manager regarding my performance	75	75%	-
My immediate supervisor initiates conversations to support my health and wellbeing	73	73%	-
I am confident in accessing the right support if my health and wellbeing are impacted at work	81	81%	-
I am aware of services available to me at the Commission to encourage my wellbeing, such as access to the Employee Assistance Program (EAP), Feel Good Sessions, and the Wellbeing Plan	91	91%	-

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.

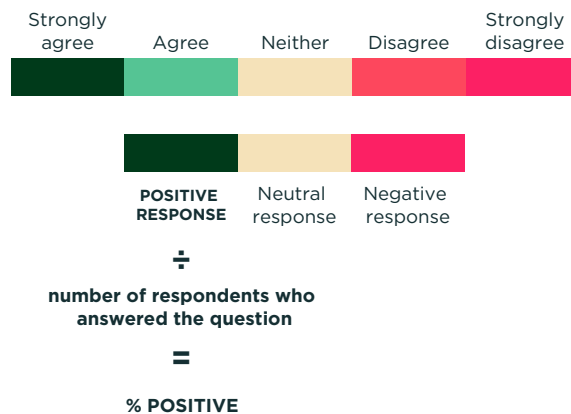
PRIORITISE 3 AREAS TO TAKE FORWARD

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

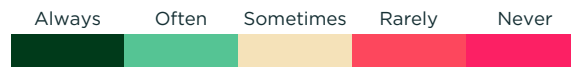
GUIDE TO THIS REPORT

% 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.