



Highlights Report NHFB



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RESPONSES:
26 of 26

RESPONSE RATE:
100%

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		83	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	92		92%	+7 ↑	+18 ↑	+16 ↑	+18 ↑
	I am proud to work in my agency	85	12	85%	-15 ↓	+9 ↑	+1	+6 ↑
	I would recommend my agency as a good place to work	88	8	88%	-7 ↓	+19 ↑	+15 ↑	+22 ↑
	I believe strongly in the purpose and objectives of my agency	88	8	88%	-7 ↓	+5 ↑	-1	-1
STAY	I feel a strong personal attachment to my agency	65	31	65%	-20 ↓	+5 ↑	-2	+5 ↑
	I feel committed to my agency's goals	88	8	88%	-12 ↓	+6 ↑	+2	+3
STRIVE	I suggest ideas to improve our way of doing things	96		96%	+6 ↑	+10 ↑	+7 ↑	+4
	I am happy to go the 'extra mile' at work when required	100		100%	0	+9 ↑	+8 ↑	+7 ↑
	I work beyond what is required in my job to help my agency achieve its objectives	81	19	81%	-10 ↓	0	-1	-2
	My agency really inspires me to do my best work every day	77	19	77%	-14 ↓	+19 ↑	+15 ↑	+18 ↑

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		87	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					+2	+11 ↑	+11 ↑	+10 ↑

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	96	96%	+10 ↑	+17 ↑	+17 ↑	+18 ↑
	My supervisor can deliver difficult advice whilst maintaining relationships	88	88%	-7 ↓	+10 ↑	+11 ↑	+10 ↑
	My supervisor invites a range of views, including those different to their own	96	96%	+6 ↑	+14 ↑	+13 ↑	+11 ↑
	My supervisor encourages my team to regularly review and improve our work	100	100%	+10 ↑	+19 ↑	+20 ↑	+17 ↑
	My supervisor is invested in my development	92	92%	+11 ↑	+16 ↑	+17 ↑	+17 ↑
	My supervisor ensures that my workgroup delivers on what we are responsible for	100	100%	0	+13 ↑	+13 ↑	+13 ↑

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	96	96%	+10 ↑	+19 ↑	+20 ↑	+19 ↑
My supervisor actively ensures that everyone can be included in workplace activities	96	96%	-	+12 ↑	+13 ↑	+12 ↑

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	90	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				-5 ↓	+21 ↑	+20 ↑	+19 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	96	96%	-4	+27 ↑	+27 ↑	+29 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	100	100%	0	+38 ↑	+35 ↑	+30 ↑
	My SES manager promotes cooperation within and between agencies	100	100%	0	+33 ↑	+31 ↑	+27 ↑
	My SES manager encourages innovation and creativity	92	92%	-8 ↓	+27 ↑	+26 ↑	+24 ↑
	My SES manager creates an environment that enables us to deliver our best	96	96%	-4	+32 ↑	+31 ↑	+28 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	100	100%	0	+26 ↑	+24 ↑	+23 ↑

Other similar questions

All SES	In my agency, the SES work as a team	92	92%	-3	+38 ↑	+40 ↑	+36 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	100	100%	0	+37 ↑	+38 ↑	+40 ↑
	In my agency, communication between SES and other employees is effective	100	100%	+5 ↑	+46 ↑	+48 ↑	+46 ↑

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	87	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				-1	+19 ↑	+19 ↑	+19 ↑

Communication	My supervisor communicates effectively	96	96%	+6 ↑	+15 ↑	+15 ↑	+17 ↑
	My SES manager communicates effectively	100	100%	0	+30 ↑	+29 ↑	+29 ↑
	Internal communication within my agency is effective	92	92%	+7 ↑	+35 ↑	+35 ↑	+35 ↑

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	85	12	85%	-6 ↓	+16 ↑	+14 ↑	+12 ↑
	Staff are consulted about change at work	92		92%	+7 ↑	+43 ↑	+43 ↑	+44 ↑
	Change is managed well in my agency	77	19	77%	-9 ↓	+32 ↑	+34 ↑	+36 ↑

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	100	100%	+5 ⬆️	+21 ⬆️	+18 ⬆️	+16 ⬆️
I have a choice in deciding how I do my work	88	88%	+8 ⬆️	+25 ⬆️	+13 ⬆️	+14 ⬆️
Where appropriate, I am able to take part in decisions that affect my job	96	96%	+6 ⬆️	+26 ⬆️	+21 ⬆️	+19 ⬆️
I am clear what my duties and responsibilities are	88	88%	+12 ⬆️	+8 ⬆️	+7 ⬆️	+10 ⬆️
I am satisfied with the recognition I receive for doing a good job	85	85%	-6 ⬇️	+18 ⬆️	+15 ⬆️	+14 ⬆️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	77	77%	-9 ⬇️	+16 ⬆️	+18 ⬆️	+10 ⬆️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	92	92%	-3	+16 ⬆️	+11 ⬆️	+14 ⬆️
I am satisfied with the stability and security of my job	96	96%	+6 ⬆️	+15 ⬆️	+18 ⬆️	+16 ⬆️
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	96	96%	+1	+18 ⬆️	+11 ⬆️	+14 ⬆️

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


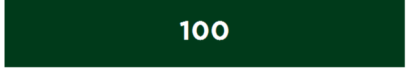



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative








WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS		38%	-28 ↓	-24 ↓	-17 ↓	-15 ↓
I understand how my role contributes to achieving an outcome for the Australian public		100%	+5 ↑	+8 ↑	+7 ↑	+8 ↑
I believe strongly in the purpose and objectives of the APS		88%	-7 ↓	+3	+5 ↑	+5 ↑

	RESPONSE SCALE	%	VARIANCE FROM 2021	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		12%	-8 ↓	-11 ↓	-12 ↓	-14 ↓
Slightly above capacity - lots of work to do		31%	-7 ↓	-10 ↓	-9 ↓	-12 ↓
At capacity - about the right amount of work to do		54%	+21 ↑	+24 ↑	+24 ↑	+27 ↑
Slightly below capacity - available for more work		4%	-6 ↓	-2	-2	0
Well below capacity - not enough work		0%	0	-1	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


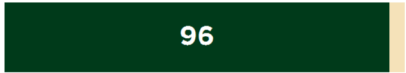







AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	 92	92%	-8 ⬇️	+14 ⬆️	+13 ⬆️	+17 ⬆️
My supervisor actively ensures that everyone can be included in workplace activities	 96	96%	-	+12 ⬆️	+13 ⬆️	+12 ⬆️
I receive the respect I deserve from my colleagues at work	 88	88%	-2	+7 ⬆️	+7 ⬆️	+8 ⬆️

	RESPONSE SCALE	%	VARIANCE FROM 2021	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	 12	12%	+7 ⬆️	-3	-3	-5 ⬇️
Flexible hours of work	 38	38%	+10 ⬆️	+12 ⬆️	+4	+11 ⬆️
Compressed work week		0%	0	-3	-3	-2
Job sharing		0%	0	0	0	0
Working away from the office/working from home	 58	58%	+15 ⬆️	+3	-10 ⬇️	-10 ⬇️
None of the above	 15	15%	-23 ⬇️	-12 ⬇️	-3	-2

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		83	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	96	96%	+1	+14 ↑	+11 ↑	+11 ↑	
	My immediate supervisor encourages me to come up with new or better ways of doing things	92	92%	+11 ↑	+19 ↑	+17 ↑	+14 ↑	
	People are recognised for coming up with new and innovative ways of working	85	85%	-11 ↓	+25 ↑	+25 ↑	+28 ↑	
	My agency inspires me to come up with new or better ways of doing things	85	85%	+4	+32 ↑	+29 ↑	+30 ↑	
	My agency recognises and supports the notion that failure is a part of innovation	88	88%	-2	+49 ↑	+48 ↑	+50 ↑	

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		85	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	85	12	85%	-6 ↓	+20 ↑	+17 ↑	+19 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	77	19	77%	+1	+13 ↑	+9 ↑	+14 ↑
	My agency does a good job of promoting health and wellbeing	85	8	85%	+4	+21 ↑	+17 ↑	+23 ↑
	I think my agency cares about my health and wellbeing	88	8	88%	-7 ↓	+27 ↑	+19 ↑	+19 ↑
	I believe my immediate supervisor cares about my health and wellbeing	92	8	92%	-3	+7 ↑	+5 ↑	+4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






Positive Neutral Negative







WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		4%	+4	-1	0	-1
Often		12%	-8 ↓	-14 ↓	-12 ↓	-13 ↓
Sometimes		35%	+1	-15 ↓	-16 ↓	-15 ↓
Rarely		35%	-3	+17 ↑	+14 ↑	+14 ↑
Never		15%	+6 ↑	+14 ↑	+14 ↑	+13 ↑

To what extent is your work emotionally demanding?

To a very large extent		0%	0	-7 ↓	-6 ↓	-6 ↓
To a large extent		8%	-2	-13 ↓	-11 ↓	-11 ↓
Somewhat		27%	-21 ↓	-12 ↓	-12 ↓	-11 ↓
To a small extent		31%	+2	+7 ↑	+5 ↑	+6 ↑
To a very small extent		35%	+20 ↑	+25 ↑	+23 ↑	+22 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		8%	+8	0	0	0
Agree		8%	-21	-17	-15	-13
Neither agree nor disagree		27%	+17	-5	-3	-3
Disagree		23%	-20	-6	-9	-10
Strongly disagree		35%	+16	+28	+27	+26
In general, would you say that your health is:						
Excellent		19%	-5	+9	+8	+7
Very good		46%	+8	+12	+11	+7
Good		27%	+3	-11	-10	-7
Fair		8%	-7	-7	-6	-5
Poor		0%	0	-3	-3	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

















AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR















PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		58%	+1	+30 	+29 	+27 
Very good		35%	-8 	-21 	-20 	-18 
Average		4%	+4	-11 	-10 	-11 
Below average		0%	0	-2	-2	-2
Well below average		4%	+4	+3	+3	+3

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

Excellent		69%	+17 	+53 	+51 	+48 
Very good		27%	-21 	-28 	-28 	-22 
Average		4%	+4	-20 	-18 	-21 
Below average		0%	0	-4	-3	-4
Well below average		0%	0	-2	-2	-1

KEY























AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	92 	92%	+2	+13 	+10 	+7 
My workgroup has the tools and resources we need to perform well	92 	92%	-3	+31 	+33 	+31 
The people in my workgroup use time and resources efficiently	88 	88%	-2	+11 	+10 	+10 
My workgroup can readily adapt to new priorities and tasks	92 	92%	-3	+7 	+8 	+6 
The people in my workgroup cooperate to get the job done	96 	96%	+1	+7 	+6 	+5 

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



RETENTION



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

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM 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		4%	+4	-5 ↓	-4	-6 ↓
I want to leave my position within the next 12 months		28%	-12 ↓	+5 ↑	+6 ↑	+3
I want to stay working in my position for the next one to two years		60%	+10 ↑	+23 ↑	+20 ↑	+18 ↑
I want to stay working in my position for at least the next three years		8%	-2	-22 ↓	-22 ↓	-15 ↓

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

I am planning to retire	The data for this question has been hidden for anonymity reasons.
I am pursuing another position within my agency	The data for this question has been hidden for anonymity reasons.
I am pursuing a position in another agency	The data for this question has been hidden for anonymity reasons.
I am pursuing work outside the APS	The data for this question has been hidden for anonymity reasons.
It is the end of my non-ongoing, casual or contracted employment	The data for this question has been hidden for anonymity reasons.
Other	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 HAD PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF DISCRIMINATION WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

DISCRIMINATION	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM 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		8%	-2	-2	-1	0
No		92%	+2	+2	+1	0
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

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

		%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Yes		8%	+8 ↑	-2	0	0
No		81%	-14 ↓	-4	-6 ↓	-6 ↓
Not sure		12%	+7 ↑	+6 ↑	+6 ↑	+6 ↑

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 2021	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		0%	0	-3	-3	-6 ↓
No		92%	-8 ↓	+1	+1	+6 ↑
Not sure		4%	+4	0	0	-1
Would prefer not to answer		4%	+4	+2	+1	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

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male		50%	+2	+13	+10	+19
Woman or female		50%	-2	-9	-6	-15
Non-binary		0%	0	0	-1	-1
I use a different term		0%	0	0	0	0
Prefer not to say		0%	0	-3	-3	-3
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		4%	+4	0	+2	+3
No		96%	-4	0	-2	-3
Do you have an ongoing disability?						
Yes		0%	0	-10	-8	-7
No		100%	0	+10	+8	+7

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Do you have carer responsibilities?						
Yes		38%	-4	-3	-2	-1
No		62%	+4	+3	+2	+1
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		12%	+12	+4	+2	0
No		88%	-12	-4	-2	0
In which country were you born?						
Australia		73%	+16	-4	-3	-6
Other country		27%	-16	+4	+3	+6
Do you speak a language other than English at home?						
No, English only		73%	+2	-7	-8	-12
Yes, other		27%	-2	+7	+8	+12

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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.

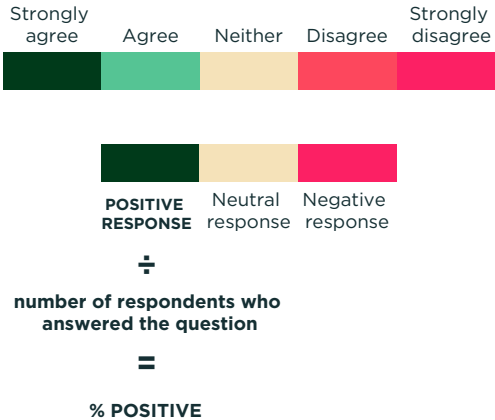
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



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.