



Highlights Report NQSC



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RESPONSES:
339 of 468

RESPONSE RATE:
72%

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		71	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
SAY	Overall, I am satisfied with my job	64	16	20	64%	-7 ↓	-10 ↓	-11 ↓	-10 ↓
	I am proud to work in my agency	73	17	10	73%	-8 ↓	-2	-6 ↓	-5 ↓
	I would recommend my agency as a good place to work	46	26	27	46%	-11 ↓	-23 ↓	-26 ↓	-22 ↓
	I believe strongly in the purpose and objectives of my agency	93			93%	+1	+9 ↑	+4	+5 ↑
STAY	I feel a strong personal attachment to my agency	54	29	17	54%	-11 ↓	-7 ↓	-9 ↓	-8 ↓
	I feel committed to my agency's goals	87	10		87%	-5 ↓	+4	+1	+2
STRIVE	I suggest ideas to improve our way of doing things	87	10		87%	-3	0	-1	-2
	I am happy to go the 'extra mile' at work when required	91			91%	-1	0	0	-1
	I work beyond what is required in my job to help my agency achieve its objectives	83	12		83%	-5 ↓	+2	+2	+1
	My agency really inspires me to do my best work every day	49	31	19	49%	-13 ↓	-8 ↓	-12 ↓	-10 ↓

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		72	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021	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	72	14	14	72%	-1	-7⬇️	-7⬇️	-6⬇️
	My supervisor can deliver difficult advice whilst maintaining relationships	70	20	10	70%	-5⬇️	-9⬇️	-9⬇️	-9⬇️
	My supervisor invites a range of views, including those different to their own	77	11	12	77%	+5⬆️	-5⬇️	-7⬇️	-6⬇️
	My supervisor encourages my team to regularly review and improve our work	74	14	12	74%	-2	-7⬇️	-8⬇️	-6⬇️
	My supervisor is invested in my development	69	19	13	69%	+2	-7⬇️	-8⬇️	-7⬇️
	My supervisor ensures that my workgroup delivers on what we are responsible for	80	13	8	80%	0	-8⬇️	-8⬇️	-7⬇️
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	71	17	12	71%	+1	-7⬇️	-6⬇️	-5⬇️
	My supervisor actively ensures that everyone can be included in workplace activities	80	12	8	80%	-	-4	-4	-3

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		61	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					-5 ↓	-8 ↓	-9 ↓	-9 ↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	52	28	21	52%	-10 ↓	-17 ↓	-19 ↓	-18 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	50	33	17	50%	-9 ↓	-12 ↓	-17 ↓	-15 ↓
	My SES manager promotes cooperation within and between agencies	54	31	15	54%	-8 ↓	-13 ↓	-16 ↓	-16 ↓
	My SES manager encourages innovation and creativity	49	34	18	49%	-13 ↓	-17 ↓	-19 ↓	-18 ↓
	My SES manager creates an environment that enables us to deliver our best	50	28	22	50%	-7 ↓	-14 ↓	-16 ↓	-15 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	59	28	13	59%	-10 ↓	-14 ↓	-18 ↓	-17 ↓

Other similar questions

All SES	In my agency, the SES work as a team	32	41	27	32%	-14 ↓	-22 ↓	-21 ↓	-19 ↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	46	30	24	46%	-6 ↓	-17 ↓	-19 ↓	-16 ↓
	In my agency, communication between SES and other employees is effective	34	32	34	34%	-9 ↓	-20 ↓	-20 ↓	-18 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE



COMMUNICATION

THE COMMUNICATION SCORE MEASURES COMMUNICATION AT THE INDIVIDUAL, GROUP AND AGENCY LEVEL.

CHANGE

EFFECTIVE COMMUNICATION IS AN IMPORTANT PART OF ANY CHANGE PROCESS. NOTE THESE QUESTIONS DO NOT CONTRIBUTE TO THE ABOVE INDEX SCORE.

YOUR COMMUNICATION INDEX SCORE		61	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					-3	-8 ↓	-9 ↓	-8 ↓

Communication	My supervisor communicates effectively		74	12	14	74%	-1	-7 ↓	-8 ↓	-6 ↓
	My SES manager communicates effectively		55	24	21	55%	-11 ↓	-15 ↓	-17 ↓	-16 ↓
	Internal communication within my agency is effective		37	23	40	37%	-3	-20 ↓	-23 ↓	-19 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup		60	18	22	60%	-2	-9 ↓	-11 ↓	-9 ↓
	Staff are consulted about change at work		45	34	21	45%	+5 ↑	-5 ↓	-6 ↓	-4
	Change is managed well in my agency		31	29	40	31%	-4	-14 ↓	-15 ↓	-11 ↓

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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills		75%	-6 ↓	-4	-7 ↓	-7 ↓
I have a choice in deciding how I do my work		69%	+6 ↑	+5 ↑	-2	-2
Where appropriate, I am able to take part in decisions that affect my job		61%	-6 ↓	-9 ↓	-12 ↓	-12 ↓
I am clear what my duties and responsibilities are		73%	+2	-7 ↓	-8 ↓	-8 ↓
I am satisfied with the recognition I receive for doing a good job		59%	-5 ↓	-8 ↓	-10 ↓	-9 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		56%	-6 ↓	-4	-6 ↓	-4
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		69%	+3	-7 ↓	-13 ↓	-9 ↓
I am satisfied with the stability and security of my job		67%	0	-14 ↓	-16 ↓	-12 ↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		74%	+3	-4	-10 ↓	-8 ↓

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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS		64%	-1	+1	+2	+4
I understand how my role contributes to achieving an outcome for the Australian public		90%	-3	-3	-3	-3
I believe strongly in the purpose and objectives of the APS		89%	+4	+4	+3	+4

	RESPONSE SCALE	%	VARIANCE FROM 2021	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		46%	+6 	+23 	+19 	+18 
Slightly above capacity - lots of work to do		36%	-1	-4	-4	-4
At capacity - about the right amount of work to do		15%	-5 	-14 	-11 	-10 
Slightly below capacity - available for more work		2%	0	-4	-4	-4
Well below capacity - not enough work		1%	0	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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		59%	-13 ↓	-20 ↓	-21 ↓	-18 ↓
My supervisor actively ensures that everyone can be included in workplace activities		80%	-	-4	-4	-3
I receive the respect I deserve from my colleagues at work		74%	+1	-7 ↓	-8 ↓	-7 ↓

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		10%	+2	-4	-5 ↓	-3
Flexible hours of work		25%	-4	-1	-3	-3
Compressed work week		2%	+1	-1	-2	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		68%	+15 ↑	+13 ↑	-8 ↓	+2
None of the above		21%	-10 ↓	-6 ↓	+9 ↑	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

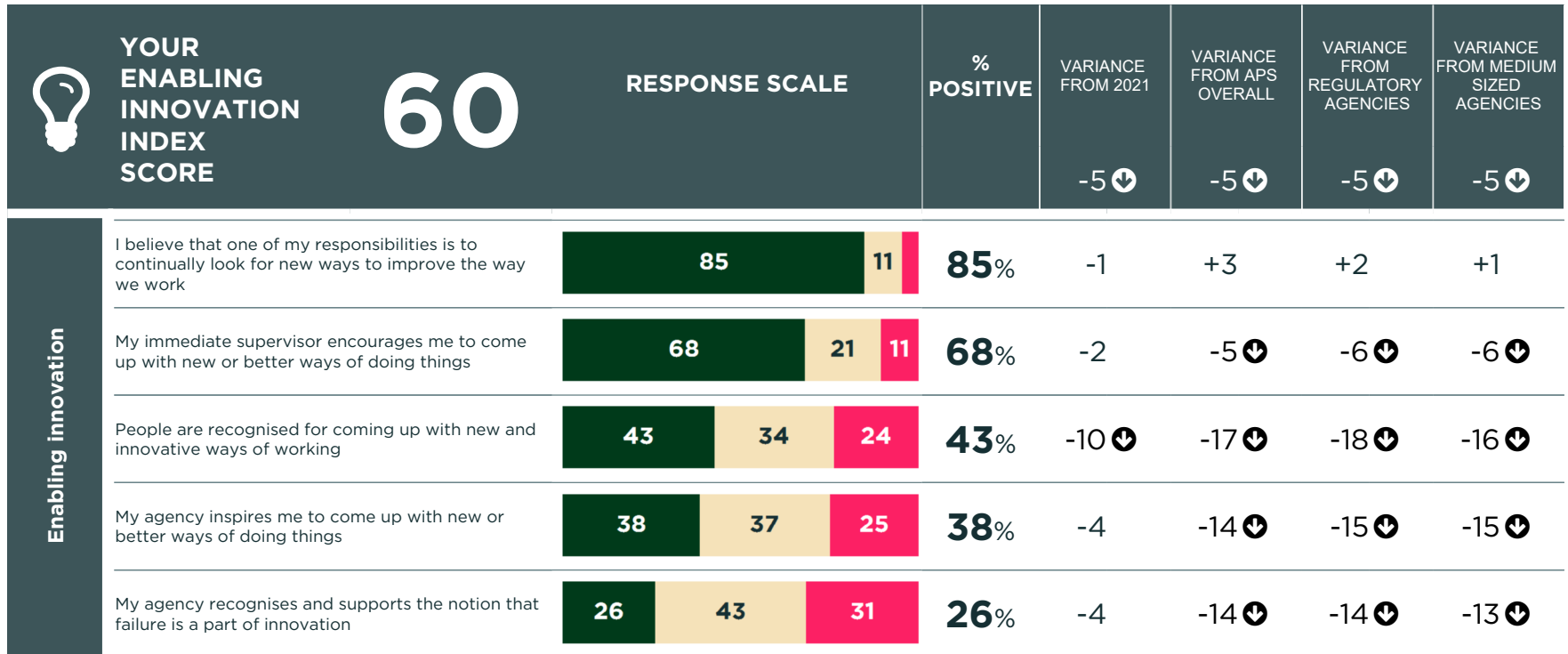


ENABLING INNOVATION



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

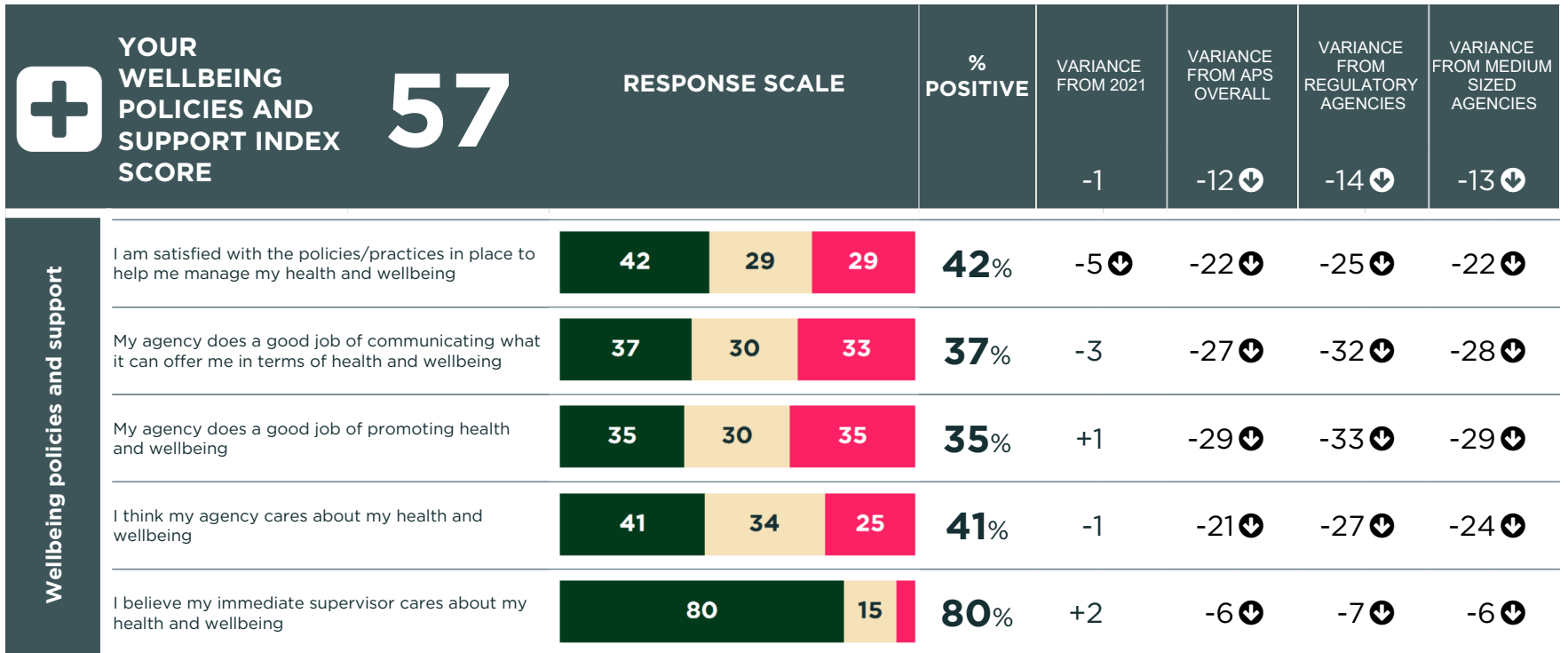


WELLBEING POLICIES AND SUPPORT



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 2021	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		8%	-1	+3	+3	+3
Often		31%	-2	+5 	+5 	+5 
Sometimes		46%	+4	-4	-5 	-4
Rarely		13%	-2	-5 	-4	-5 
Never		2%	0	0	0	0

To what extent is your work emotionally demanding?

To a very large extent		13%	-1	+6 	+6 	+5 
To a large extent		24%	-4	+4	+5 	+4
Somewhat		41%	+4	+2	+2	+3
To a small extent		16%	+1	-8 	-9 	-8 
To a very small extent		6%	0	-3	-5 	-4

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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel burned out by my work						
Strongly agree		13%	0	+5	+4	+4
Agree		24%	+2	0	+1	0
Neither agree nor disagree		29%	0	-3	0	-1
Disagree		26%	-1	-3	-4	-3
Strongly disagree		7%	0	+1	-1	0
In general, would you say that your health is:						
Excellent		8%	-4	-2	-2	-2
Very good		31%	+1	-3	-5	-4
Good		40%	+3	+3	+5	+3
Fair		17%	+1	+2	+3	+3
Poor		3%	-2	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 2021	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		24%	-6 ↓	-3	-4	-5 ↓
Very good		49%	-1	-6 ↓	-7 ↓	-6 ↓
Average		23%	+6 ↑	+8 ↑	+10 ↑	+9 ↑
Below average		3%	+1	+1	+1	+1
Well below average		1%	-1	+1	+1	+1

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

Excellent		11%	0	-5 ↓	-7 ↓	-6 ↓
Very good		39%	-6 ↓	-15 ↓	-17 ↓	-16 ↓
Average		36%	+4	+12 ↑	+16 ↑	+13 ↑
Below average		8%	-2	+4	+4	+4
Well below average		6%	+3	+4	+4	+4

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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		73%	-5 ↓	-7 ↓	-9 ↓	-9 ↓
My workgroup has the tools and resources we need to perform well		28%	-17 ↓	-33 ↓	-29 ↓	-30 ↓
The people in my workgroup use time and resources efficiently		68%	-4	-9 ↓	-11 ↓	-10 ↓
My workgroup can readily adapt to new priorities and tasks		76%	-5 ↓	-9 ↓	-10 ↓	-8 ↓
The people in my workgroup cooperate to get the job done		85%	+3	-3	-6 ↓	-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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		12%	+2	+3	+3	+3
I want to leave my position within the next 12 months		24%	+4	+1	+1	+1
I want to stay working in my position for the next one to two years		38%	0	+1	-3	-1
I want to stay working in my position for at least the next three years		25%	-7 ↓	-5 ↓	-1	-3
What best describes your plans involved with leaving your current position?						
I am planning to retire		0%	-2	-6 ↓	-4	-4
I am pursuing another position within my agency		21%	+3	-19 ↓	-8 ↓	-3
I am pursuing a position in another agency		50%	-2	+25 ↑	+16 ↑	+13 ↑
I am pursuing work outside the APS		13%	+4	0	-2	-4
It is the end of my non-ongoing, casual or contracted employment		4%	-2	0	0	-2
Other		12%	-1	-1	-2	0

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 2021	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):					
There is a lack of future career opportunities in my agency 	11%	-	-	-	-
I wish to pursue a promotion opportunity 	11%	-	-	-	-
Senior leadership is of a poor quality 	10%	-	-	-	-
I have experienced unacceptable behaviours (such as bullying or harassment) 	10%	-	-	-	-
I have achieved all I can in my current position 	9%	-	-	-	-

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 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		11%	-4	+2	+4	+3
No		89%	+4	-2	-4	-3
Did this discrimination occur in your current agency?						
Yes		95%	+10	+3	+4	+6
No		5%	-10	-3	-4	-6
Basis for the discrimination that you experienced (3 highest responses):						
Race		32%	-	-	-	-
Gender		27%	-	-	-	-
Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)		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 2021

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		19%	-1	+10 ⬆️	+11 ⬆️	+11 ⬆️
No		75%	+3	-10 ⬆️	-13 ⬆️	-11 ⬆️
Not sure		6%	-2	+1	+1	+1

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		43%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		38%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		26%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		37%	-14 ⬆️	+4	+1	+5 ⬆️
It was reported by someone else		18%	+8 ⬆️	+10 ⬆️	+10 ⬆️	+11 ⬆️
I did not report the behaviour		45%	+7 ⬆️	-14 ⬆️	-11 ⬆️	-16 ⬆️

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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		5%	-1	+2	+2	+2
No		87%	+2	-4	-6 ↓	-5 ↓
Not sure		6%	0	+2	+3	+2
Would prefer not to answer		2%	0	0	+1	0
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		69%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		38%	-	-	-	-
Green-lighting		25%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		31%	-19 ↓	+11 ↑	+12 ↑	+13 ↑
It was reported by someone else		6%	+1	-10 ↓	-14 ↓	-8 ↓
I did not report the behaviour		63%	+18 ↑	-2	+1	-5 ↓
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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
How do you describe your gender?						
Man or male		25%	-3	-13 ↓	-13 ↓	-13 ↓
Woman or female		69%	+3	+10 ↑	+11 ↑	+11 ↑
Non-binary		1%	0	0	0	0
I use a different term		0%	0	0	0	0
Prefer not to say		6%	+1	+3	+2	+2
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		3%	-1	-1	+2	+1
No		97%	+1	+1	-2	-1
Do you have an ongoing disability?						
Yes		18%	-1	+9 ↑	+10 ↑	+10 ↑
No		82%	+1	-9 ↓	-10 ↓	-10 ↓

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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you have carer responsibilities?						
Yes		45%	-1	+3	+3	+4
No		55%	+1	-3	-3	-4
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		11%	+2	+3	+2	+2
No		89%	-2	-3	-2	-2
In which country were you born?						
Australia		74%	0	-3	-3	-2
Other country		26%	0	+3	+3	+2
Do you speak a language other than English at home?						
No, English only		83%	+4	+3	+1	+3
Yes, other		17%	-4	-3	-1	-3

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.

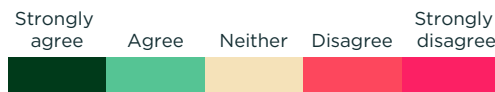
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.