

Highlights Report ABS



| | CONTENT | Page |
|--|---------|------|
| Exploring your results | | 2 |
| Employee Engagement: Say, Stay, Strive | | 3 |
| Leadership | | 4 |
| Communication and Change | | 6 |
| Workplace Conditions | | 7 |
| Inclusion | | 10 |
| Enabling Innovation | | 11 |
| Wellbeing Policies and Support | | 12 |
| Wellbeing | | 13 |
| Performance | | 15 |
| Retention | | 17 |
| Unacceptable Behaviour | | 19 |
| Demographics | | 22 |
| Time to Take Action | | 24 |
| Guide to this Report | | 25 |

| RESPONSES: |
|----------------|
| 2,491 of 3,108 |
| RESPONSE RATE: |
| 80% |

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.



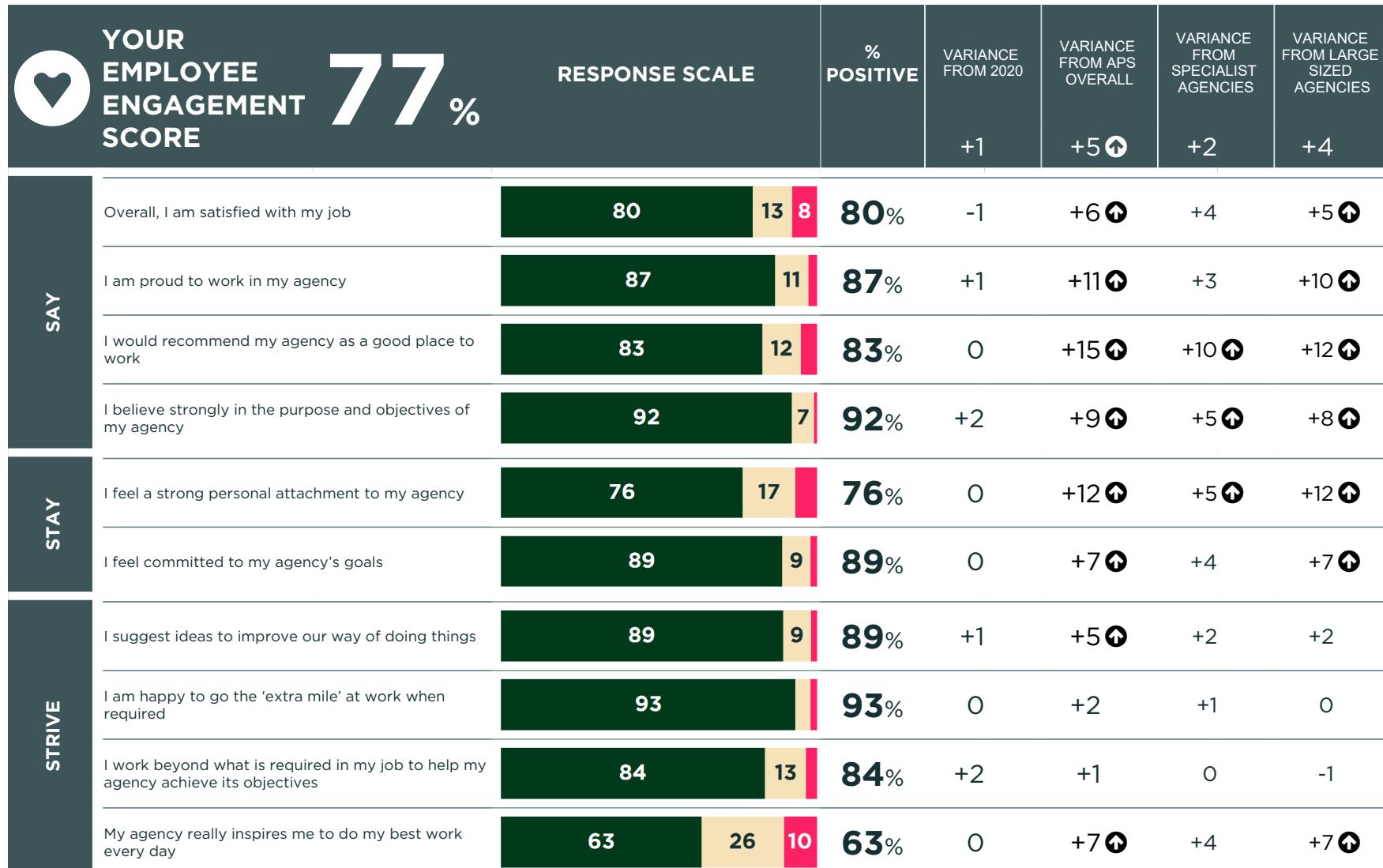
Generally a difference of -/+ 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

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.



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 LARGE SIZED AGENCIES |
|---|---|------------|--------------------|--|--|------------------------------------|
| My supervisor engages with staff on how to respond to future challenges | 84  | 84% | +1 | +5  | +5  | +4 |
| My supervisor can deliver difficult advice whilst maintaining relationships | 82  | 82% | +4 | +3 | +4 | +3 |
| My supervisor invites a range of views, including those different to their own | 85  | 85% | - | +6  | +5  | +4 |
| My supervisor encourages my team to regularly review and improve our work | 83  | 83% | +1 | +3 | +5  | +3 |
| My supervisor is invested in my development | 77  | 77% | +2 | +3 | +3 | +2 |
| My immediate supervisor encourages me | 81  | 81% | +1 | +5  | +4 | +4 |
| My supervisor ensures that my workgroup delivers on what we are responsible for | 91  | 91% | +3 | +5  | +5  | +3 |
| My supervisor provides me with helpful feedback to improve my performance | 78  | 78% | - | +3 | +5  | +4 |

| 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 LARGE SIZED AGENCIES |
|--|----------------|----|----|------------|--------------------|---------------------------|--|--|
| | 67 | 22 | 11 | | | | | |
| My SES manager clearly articulates the direction and priorities for our area | 67 | 22 | 11 | 67% | 0 | 0 | +1 | -3 |
| My SES manager presents convincing arguments and persuades others towards an outcome | 60 | 32 | 8 | 60% | - | 0 | -1 | -5  |
| My SES manager promotes cooperation within and between agencies | 63 | 31 | 6 | 63% | +1 | -3 | -3 | -7  |
| My SES manager encourages innovation and creativity | 65 | 28 | 7 | 65% | - | +1 | +2 | -1 |
| My SES manager creates an environment that enables us to deliver our best | 64 | 26 | 10 | 64% | - | +2 | +2 | -2 |
| My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS | 75 | 21 | 4 | 75% | +1 | +2 | 0 | -3 |
| ALL SES | RESPONSE SCALE | | | % POSITIVE | VARIANCE FROM 2020 | VARIANCE FROM APS OVERALL | VARIANCE FROM SPECIALIST AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
| | 56 | 34 | 11 | | | | | |
| In my agency, the SES work as a team | 56 | 34 | 11 | 56% | +2 | +3 | +3 | +1 |
| In my agency, the SES clearly articulate the direction and priorities for our agency | 64 | 25 | 11 | 64% | -2 | +4 | +5  | +3 |

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 LARGE SIZED AGENCIES |
|---|----------------|------------|--------------------|---------------------------|-----------------------------------|------------------------------------|
| My supervisor communicates effectively | 87 8 | 87% | +3 | +5 ↑ | +5 ↑ | +5 ↑ |
| My SES manager communicates effectively | 73 18 9 | 73% | +2 | +4 | +4 | 0 |
| In my agency, communication between SES and other employees is effective | 54 31 16 | 54% | -6 ↓ | +3 | +5 ↑ | +1 |
| Internal communication within my agency is effective | 69 19 12 | 69% | +1 | +11 ↑ | +10 ↑ | +11 ↑ |
| When changes occur, the impacts are communicated well within my workgroup | 77 13 10 | 77% | 0 | +10 ↑ | +8 ↑ | +10 ↑ |
| Staff are consulted about change at work | 52 35 13 | 52% | -2 | +7 ↑ | +7 ↑ | +7 ↑ |
| Change is managed well in my agency | 49 28 23 | 49% | -2 | +6 ↑ | +8 ↑ | +9 ↑ |

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 LARGE SIZED AGENCIES |
|--|----------------|------------|--------------------|---------------------------|-----------------------------------|------------------------------------|
| My job gives me opportunities to utilise my skills | 88 | 88% | 0 | +4 | +1 | +2 |
| I have a choice in deciding how I do my work | 76 | 76% | +1 | +14 | +3 | +8 |
| Where appropriate, I am able to take part in decisions that affect my job | 79 | 79% | - | +12 | +7 | +8 |
| I am clear what my duties and responsibilities are | 81 | 81% | -4 | +2 | +2 | +3 |
| I am satisfied with the recognition I receive for doing a good job | 74 | 74% | 0 | +8 | +5 | +4 |
| I am fairly remunerated (e.g. salary, superannuation) for the work that I do | 68 | 68% | -2 | +3 | +4 | -2 |
| I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits) | 92 | 92% | 0 | +15 | +11 | +13 |
| I am satisfied with the stability and security of my job | 73 | 73% | -2 | -7 | -3 | -7 |
| I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration | 92 | 92% | - | +17 | +12 | +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 2020 | VARIANCE FROM APS OVERALL | VARIANCE FROM SPECIALIST AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|--|--------------------|---------------|-----------------------|---------------------------------|--|--|
| I feel a strong personal attachment to the APS | 60 29 11 | 60% | -1 | -3 | +3 | -2 |
| I understand how my role contributes to achieving an outcome for the Australian public | 95 | 95% | +1 | +5 | +4 | +5 |
| I believe strongly in the purpose and objectives of the APS | 83 15 | 83% | -3 | +1 | +2 | +1 |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN
COMPARATOR



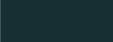
AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

Positive Neutral Negative

WORKPLACE CONDITIONS

| RESPONSE SCALE | % | VARIANCE FROM 2020 | VARIANCE FROM APS OVERALL | VARIANCE FROM SPECIALIST AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|----------------|---|--------------------|---------------------------|-----------------------------------|------------------------------------|
|----------------|---|--------------------|---------------------------|-----------------------------------|------------------------------------|

What best describes your current workload?

| | | | | | | |
|--|--|------------|--|----|--|--|
| Well above capacity - too much work |  | 20% | +5  | -4 | -5  | -7  |
| Slightly above capacity - lots of work to do |  | 44% | -1 | +3 | +1 | +3 |
| At capacity - about the right amount of work to do |  | 30% | -4 | +2 | +4 | +5  |
| Slightly below capacity - available for more work |  | 5% | 0 | 0 | 0 | 0 |
| 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

INCLUSION

| | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2020 | VARIANCE FROM APS OVERALL | VARIANCE FROM SPECIALIST AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|---|----------------|---------------|-----------------------|---|--|--|
| My agency supports and actively promotes an inclusive workplace culture | 89 | 89% | 0 | +10  | +8  | +8  |
| My supervisor actively supports people from diverse backgrounds | 84 | 84% | - | +4 | +5  | +4 |
| I receive the respect I deserve from my colleagues at work | 82 | 82% | -1 | +2 | +3 | +1 |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN
COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

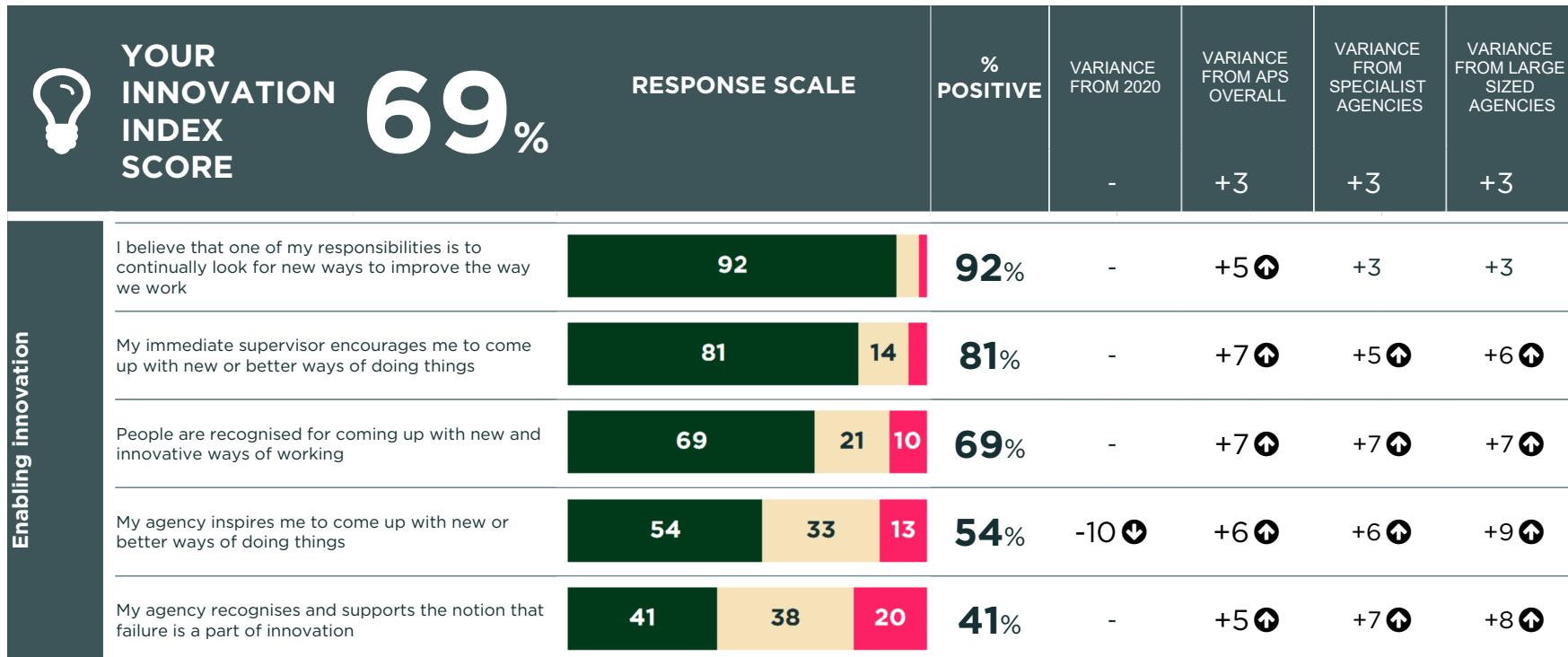
Positive Neutral Negative
  

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

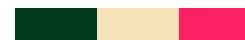


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

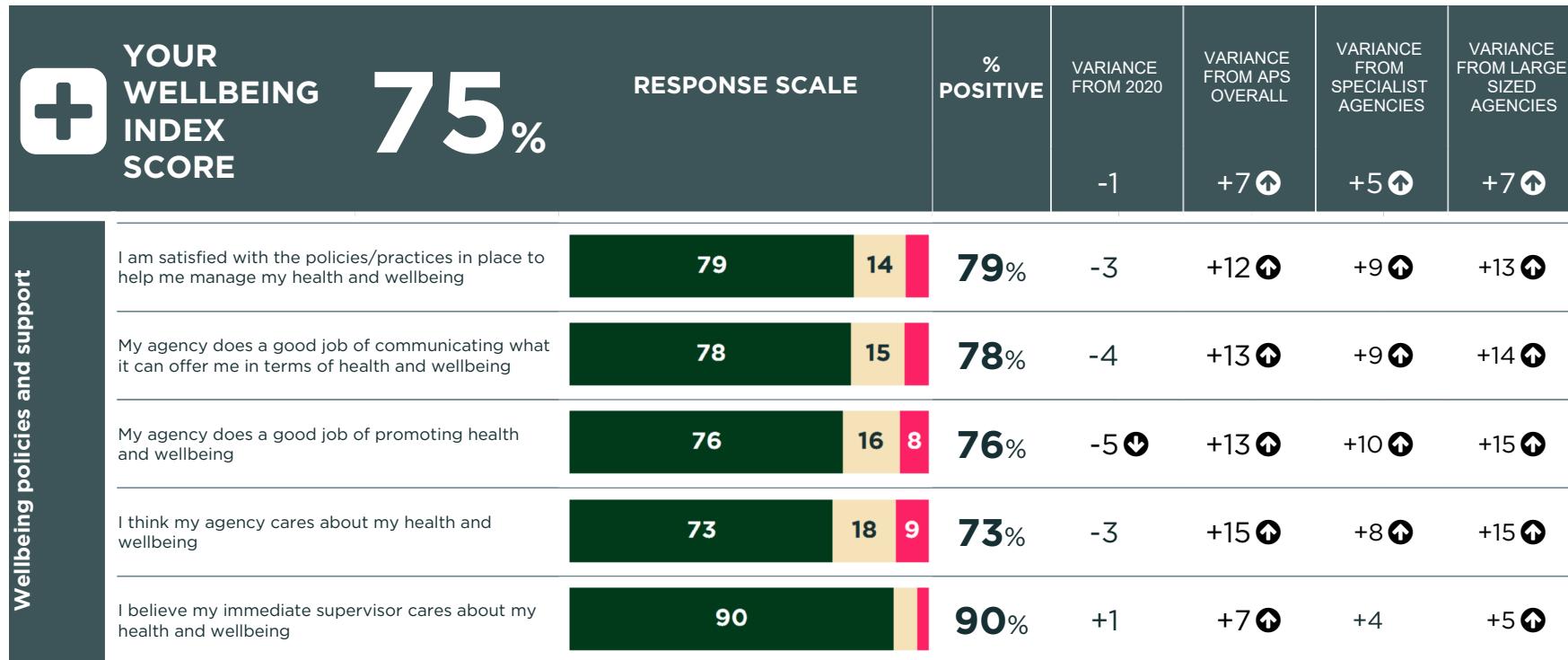


WELLBEING POLICIES AND SUPPORT



WELLBEING

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



KEY

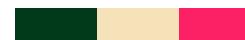


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

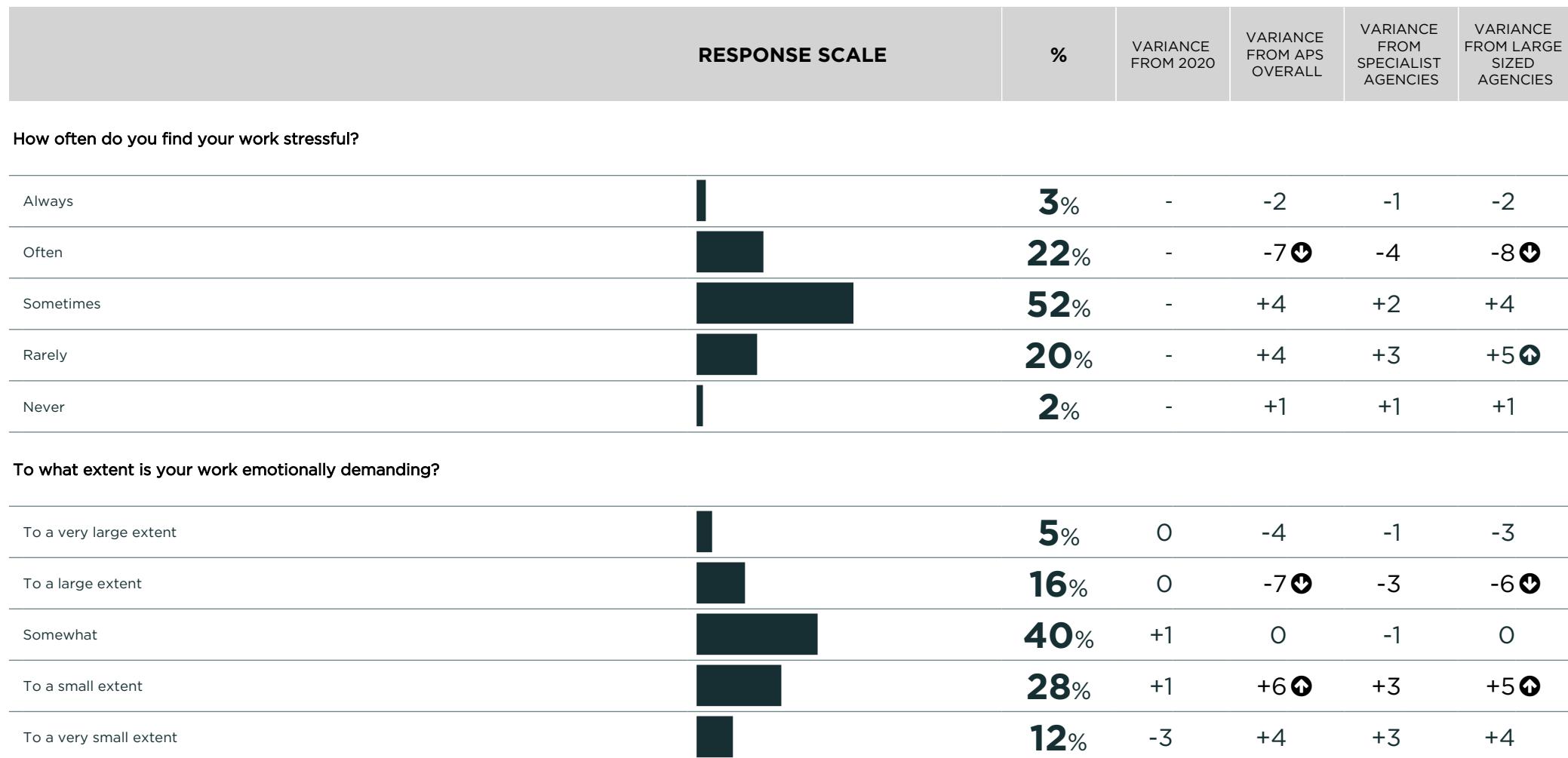


AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WELLBEING



KEY

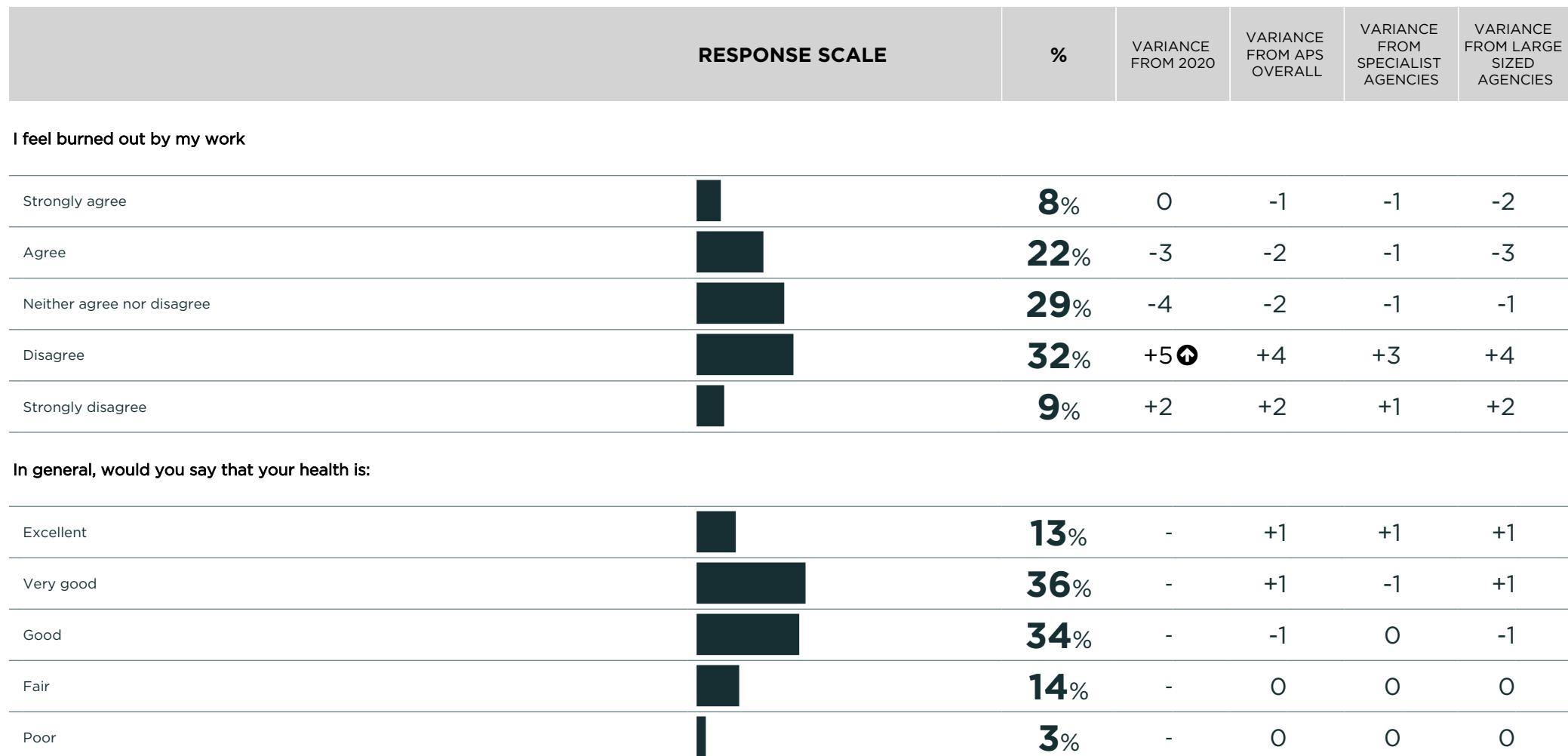


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING



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 LARGE SIZED AGENCIES |
|----------------|---|--------------------|---------------------------|-----------------------------------|------------------------------------|
|----------------|---|--------------------|---------------------------|-----------------------------------|------------------------------------|

In the last month, please rate your workgroup's overall performance:

| | | | | | | |
|--------------------|--|------------|---|----|----|----|
| Excellent | | 31% | - | +5 | +3 | +3 |
| Very good | | 56% | - | 0 | 0 | +1 |
| Average | | 11% | - | -4 | -2 | -2 |
| Below average | | 1% | - | -1 | -1 | -1 |
| Well below average | | 0% | - | 0 | 0 | 0 |

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

| | | | | | | |
|--------------------|--|------------|---|----|----|----|
| Excellent | | 19% | - | +4 | +2 | +3 |
| Very good | | 61% | - | +5 | +4 | +5 |
| Average | | 17% | - | -7 | -5 | -6 |
| Below average | | 2% | - | -1 | -1 | -2 |
| Well below average | | 1% | - | -1 | -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 LARGE SIZED AGENCIES |
|---|----------------|------------|--------------------|---------------------------|-----------------------------------|------------------------------------|
| My workgroup has the appropriate skills, capabilities and knowledge to perform well | 82 | 11 | 82% | -2 | +2 | -1 |
| My workgroup has the tools and resources we need to perform well | 62 | 19 | 62% | -4 | -1 | 0 |
| The people in my workgroup use time and resources efficiently | 81 | 13 | 81% | -1 | +4 | +3 |
| My workgroup can readily adapt to new priorities and tasks | 91 | 1 | 91% | 0 | +5 | +4 |
| The people in my workgroup cooperate to get the job done | 92 | 1 | 92% | -1 | +4 | +3 |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

RETENTION



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

RESPONSE SCALE

%

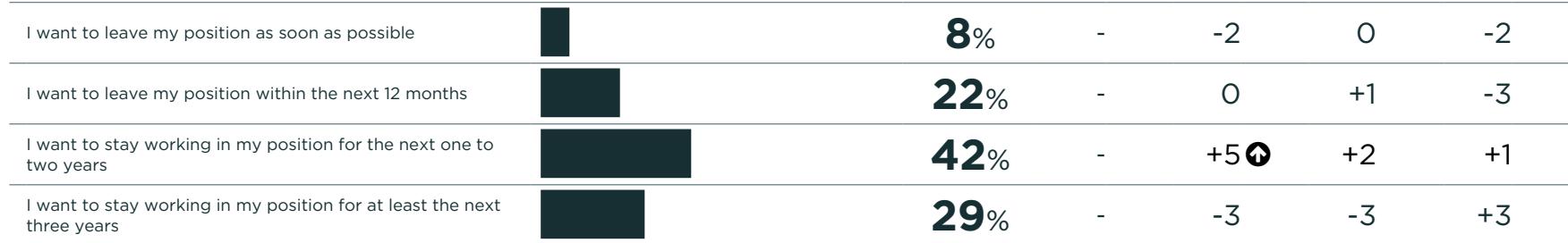
VARIANCE FROM 2020

VARIANCE FROM APS OVERALL

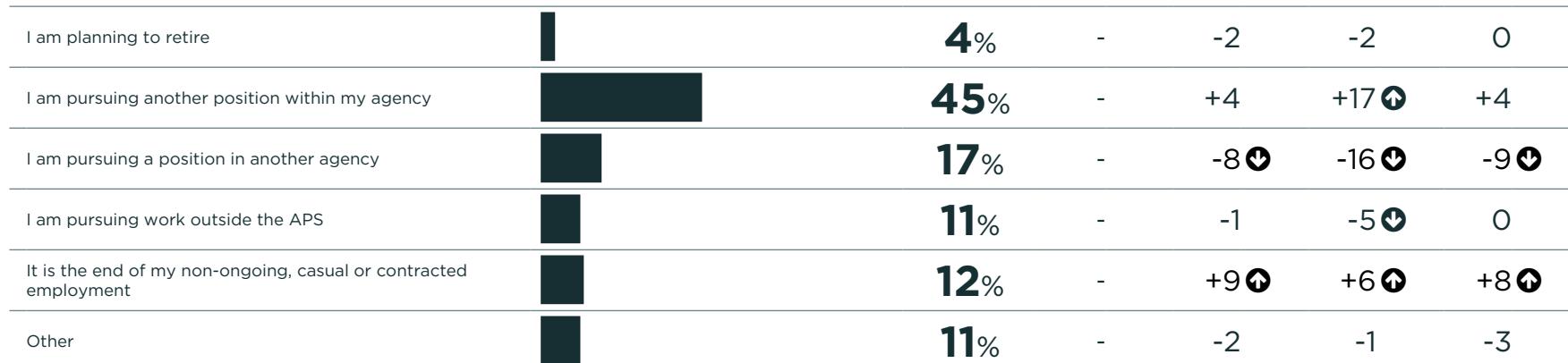
VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

Which of the following statements best reflects your current thoughts about working in your current position?



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



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 LARGE SIZED AGENCIES |
|---|----------------|------------|-----------------------|---------------------------------|--|---|
| What is the primary reason behind your desire to leave your current position? (3 highest responses): | | | | | | |
| I want to try a different type of work or I'm seeking a career change | | 16% | - | - | - | - |
| I am looking to further my skills in another area | | 15% | - | - | - | - |
| I wish to pursue a promotion opportunity | | 15% | - | - | - | - |

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

UNACCEPTABLE BEHAVIOUR



DISCRIMINATION

RESPONSE SCALE

%

VARIANCE
FROM 2020

VARIANCE
FROM APS
OVERALL

VARIANCE
FROM
SPECIALIST
AGENCIES

VARIANCE
FROM LARGE
SIZED
AGENCIES

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.

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 | | 7% | -1 | -4 | -2 | -4 |
| No | | 93% | +1 | +4 | +2 | +4 |

Did this discrimination occur in your current agency?

| | | | | | | |
|-----|--|-----|----|----|----|----|
| Yes | | 95% | +6 | +1 | +3 | +3 |
| No | | 5% | -6 | -1 | -3 | -3 |

Basis for the discrimination that you experienced (3 highest responses):

| | | | | | | |
|--------|--|-----|---|---|---|---|
| Gender | | 38% | - | - | - | - |
| Age | | 29% | - | - | - | - |
| Other | | 25% | - | - | - | - |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

UNACCEPTABLE BEHAVIOUR



HARASSMENT AND BULLYING

RESPONSE SCALE

%

VARIANCE
FROM 2020

VARIANCE
FROM APS
OVERALL

VARIANCE
FROM
SPECIALIST
AGENCIES

VARIANCE
FROM LARGE
SIZED
AGENCIES

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.

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

| | | | | | | |
|----------|--|-----|----|----|----|----|
| Yes | | 6% | 0 | -6 | -3 | -5 |
| No | | 90% | +1 | +8 | +5 | +7 |
| Not sure | | 4% | -1 | -2 | -2 | -2 |

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

| | | | | | | |
|---|--|-----|---|---|---|---|
| Interference with work tasks (e.g. withholding needed information, undermining or sabotage) | | 47% | - | - | - | - |
| Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming) | | 45% | - | - | - | - |
| Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development) | | 27% | - | - | - | - |

Did you report the harassment or bullying?

| | | | | | | |
|---|--|-----|---|----|----|----|
| I reported the behaviour in accordance with my agency's policies and procedures | | 32% | - | -2 | +2 | -1 |
| It was reported by someone else | | 8% | - | 0 | +2 | +1 |
| I did not report the behaviour | | 60% | - | +1 | -4 | +1 |

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER
THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN
COMPARATOR

UNACCEPTABLE BEHAVIOUR



CORRUPTION

RESPONSE SCALE

%

VARIANCE FROM 2020

VARIANCE FROM APS OVERALL

VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

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.

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 | | 2% | 0 | -2 | -1 | -1 |
| No | | 94% | 0 | +4 | +4 | +3 |
| Not sure | | 3% | 0 | -2 | -1 | -1 |
| Would prefer not to answer | | 1% | 0 | -1 | -1 | -1 |

Types of corrupt behaviours witnessed (3 highest responses):

| | | | | | | |
|--|--|-----|---|---|---|---|
| Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit | | 74% | - | - | - | - |
| Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit | | 23% | - | - | - | - |
| Acting (or failing to act) in the presence of an undisclosed conflict of interest | | 15% | - | - | - | - |

Did you report the potentially corrupt behaviour?

| | | | | | | |
|---|--|-----|---|-----|----|----|
| I reported the behaviour in accordance with my agency's policies and procedures | | 15% | - | -5 | +1 | -2 |
| It was reported by someone else | | 9% | - | -6 | 0 | -4 |
| I did not report the behaviour | | 75% | - | +11 | -1 | +5 |

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 LARGE SIZED AGENCIES |
|----------------|---|--------------------|---------------------------|-----------------------------------|------------------------------------|
|----------------|---|--------------------|---------------------------|-----------------------------------|------------------------------------|

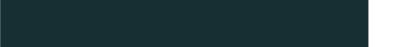
How do you describe your gender?

| | | | | | | |
|------------------------|--|------------|---|--|----|--|
| Man or male |  | 45% | 0 | +7  | +3 | +8  |
| Woman or female |  | 52% | 0 | -7  | -2 | -8  |
| Non-binary |  | 1% | - | 0 | 0 | 0 |
| I use a different term | | 0% | - | 0 | 0 | 0 |
| Prefer not to say |  | 3% | 0 | 0 | -1 | 0 |

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

| | | | | | | |
|-----|---|------------|---|----|---|----|
| Yes |  | 2% | 0 | -2 | 0 | -1 |
| No |  | 98% | 0 | +2 | 0 | +1 |

Do you have an ongoing disability?

| | | | | | | |
|-----|--|------------|---|----|----|----|
| Yes |  | 8% | 0 | -2 | +1 | -2 |
| No |  | 92% | 0 | +2 | -1 | +2 |

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 LARGE SIZED AGENCIES |
|--|--|------------|--------------------|---------------------------|-----------------------------------|------------------------------------|
| Do you have carer responsibilities? | | | | | | |
| Yes |  | 41% | -3 | +1 | +1 | +1 |
| No |  | 59% | +3 | -1 | -1 | -1 |
| Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)? | | | | | | |
| Yes |  | 8% | +1 | +1 | 0 | 0 |
| No |  | 92% | -1 | -1 | 0 | 0 |
| 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 |  | 82% | - | +1 | +1 | 0 |
| Yes, other |  | 18% | - | -1 | -1 | 0 |

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.

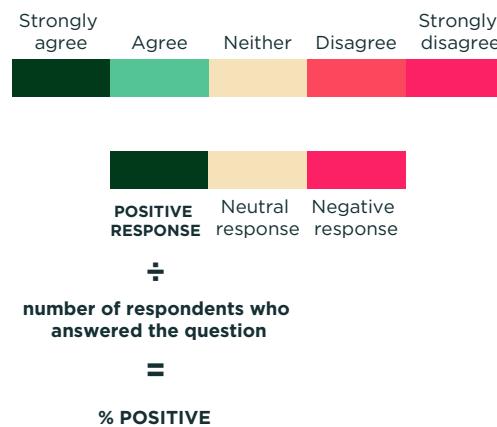
PRIORITISE 3 AREAS TO TAKE FORWARD

| 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.



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 | $317 \div 613 = 52\%$ | | | | | |

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.