



Highlights Report ARPANSA



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RESPONSES:
122 of 158
RESPONSE RATE:
77%

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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	71	20 9	71%	-6 ↓	-2	-5 ↓	-1
	I am proud to work in my agency	84	11	84%	+5 ↑	+9 ↑	+2	+8 ↑
	I would recommend my agency as a good place to work	79	8 13	79%	+10 ↑	+11 ↑	+6 ↑	+15 ↑
	I believe strongly in the purpose and objectives of my agency	93		93%	+9 ↑	+8 ↑	+4	+6 ↑
STAY	I feel a strong personal attachment to my agency	66	24 10	66%	+9 ↑	+6 ↑	+1	+5 ↑
	I feel committed to my agency's goals	87	12	87%	+7 ↑	+4	+1	+4
STRIVE	I suggest ideas to improve our way of doing things	91		91%	+1	+4	+1	+3
	I am happy to go the 'extra mile' at work when required	88	9	88%	-1	-2	-4	-2
	I work beyond what is required in my job to help my agency achieve its objectives	83	15	83%	+4	+2	+2	+2
	My agency really inspires me to do my best work every day	59	24 17	59%	-2	+2	-2	+5 ↑

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		74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	75	17 8	75%	-1	-4	-4	-1
	My supervisor can deliver difficult advice whilst maintaining relationships	73	17 10	73%	+4	-6 ⬇️	-6 ⬇️	-3
	My supervisor invites a range of views, including those different to their own	85	8 8	85%	+5 ⬆️	+4	+2	+6 ⬆️
	My supervisor encourages my team to regularly review and improve our work	77	13 11	77%	+4	-4	-4	-1
	My supervisor is invested in my development	76	15 9	76%	0	0	0	+3
	My supervisor ensures that my workgroup delivers on what we are responsible for	83	10	83%	+1	-4	-4	-2
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	76	13 12	76%	+3	-1	0	+2
	My immediate supervisor encourages me	72	16 12	72%	+3	-4	-5 ⬇️	-2

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		69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					0	0	-2	+2

SES Manager	My SES manager clearly articulates the direction and priorities for our area	62	22	15	62%	-5 ↓	-6 ↓	-8 ↓	-1
	My SES manager presents convincing arguments and persuades others towards an outcome	66	25	9	66%	+1	+4	0	+4
	My SES manager promotes cooperation within and between agencies	65	28		65%	+3	-1	-6 ↓	+1
	My SES manager encourages innovation and creativity	62	26	12	62%	+1	-3	-6 ↓	0
	My SES manager creates an environment that enables us to deliver our best	67	21	12	67%	0	+3	0	+7 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	74	20		74%	+2	+1	-3	+3

Other similar questions

In my agency, the SES work as a team	54	26	20	54%	+8 ↑	+1	+1	+6 ↑
In my agency, the SES clearly articulate the direction and priorities for our agency	57	25	19	57%	+5 ↑	-6 ↓	-5 ↓	+3
In my agency, communication between SES and other employees is effective	51	23	25	51%	+3	-2	-1	+6 ↑
My SES manager routinely promotes the use of data and evidence to deliver outcomes	64	26	10	64%	-	-1	-6 ↓	+3

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 69		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				0	0	-1	+4

















Communication	My supervisor communicates effectively	80	12	8	80%	+1	0	-1	+3
	My SES manager communicates effectively	67	22	11	67%	-1	-2	-5⬇️	+2
	Internal communication within my agency is effective	61	18	21	61%	+1	+5⬆️	+4	+14⬆️

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	72	16	12	72%	+5⬆️	+5⬆️	+2	+6⬆️
	Staff are consulted about change at work	53	31	16	53%	+3	+4	+4	+8⬆️
	Change is managed well in my agency	40	36	24	40%	+3	-3	-2	+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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		79%	-2	0	-3	-2
I have a choice in deciding how I do my work		78%	-3	+14 	+3	+7 
Where appropriate, I am able to take part in decisions that affect my job		69%	-5 	0	-4	0
I am clear what my duties and responsibilities are		79%	-2	0	-1	+1
I am satisfied with the recognition I receive for doing a good job		68%	-4	+1	-3	+2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		49%	-1	-3	-5 	-3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		84%	+4	+10 	+4	+6 
I am satisfied with the stability and security of my job		79%	+4	-3	-1	+4
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		85%	+4	+7 	0	+4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 56%; background-color: #004d00; color: white; text-align: center;">56</div><div style="width: 31%; background-color: #f0c000; color: black; text-align: center;">31</div><div style="width: 13%; background-color: #e91e63; color: white; text-align: center;">13</div></div>	56%	+14	-5	-1	+3
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between;"><div style="width: 90%; background-color: #004d00; color: white; text-align: center;">90</div><div style="width: 7%; background-color: #f0c000; color: black; text-align: center;">7</div><div style="width: 3%; background-color: #e91e63; color: white; text-align: center;">7</div></div>	90%	+1	-2	-3	-1
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 88%; background-color: #004d00; color: white; text-align: center;">88</div><div style="width: 11%; background-color: #f0c000; color: black; text-align: center;">11</div><div style="width: 1%; background-color: #e91e63; color: white; text-align: center;">1</div></div>	88%	+15	+4	+4	+7

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work	<div style="width: 32%; background-color: #004d00;"></div>	32%	-1	+8	+10	+6
Slightly above capacity - lots of work to do	<div style="width: 36%; background-color: #004d00;"></div>	36%	-6	-4	-5	-4
At capacity - about the right amount of work to do	<div style="width: 29%; background-color: #004d00;"></div>	29%	+5	-1	-1	+3
Slightly below capacity - available for more work	<div style="width: 2%; background-color: #004d00;"></div>	2%	+2	-3	-4	-4
Well below capacity - not enough work	<div style="width: 1%; background-color: #004d00;"></div>	1%	0	0	-1	-1

KEY

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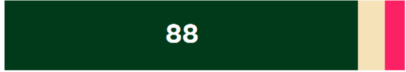


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

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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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	 88	88%	+9 ⬆️	+9 ⬆️	+8 ⬆️	+13 ⬆️
My supervisor actively ensures that everyone can be included in workplace activities	 85	85%	+6 ⬆️	+2	+1	+3
I receive the respect I deserve from my colleagues at work	 76	76%	0	-6 ⬇️	-6 ⬇️	-3

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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Do you currently access any of the following flexible working arrangements?
[Multiple Response]

Part time	 7	7%	0	-7 ⬇️	-8 ⬇️	-8 ⬇️
Flexible hours of work	 62	62%	+8 ⬆️	+34 ⬆️	+27 ⬆️	+31 ⬆️
Compressed work week	 7	7%	+4	+4	+4	+2
Job sharing	 1	1%	0	+1	0	0
Working away from the office/working from home	 64	64%	-5 ⬇️	+7 ⬆️	-5 ⬇️	-2
None of the above	 8	8%	-3	-17 ⬇️	-9 ⬇️	-10 ⬇️

KEY

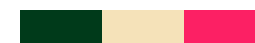


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		67	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM 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	85	11	85%	+5 ⬆️	+5 ⬆️	+2	+5 ⬆️	
	My immediate supervisor encourages me to come up with new or better ways of doing things	76	17	8	76%	+5 ⬆️	+4	0	+3
	People are recognised for coming up with new and innovative ways of working	60	27	13	60%	+5 ⬆️	+2	-1	+7 ⬆️
	My agency inspires me to come up with new or better ways of doing things	53	34	13	53%	+1	+3	0	+4
	My agency recognises and supports the notion that failure is a part of innovation	39	38	24	39%	+4	0	-1	+4

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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	74	14 12	74%	+12 ↑	+10 ↑	+7 ↑	+11 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	73	21	73%	+6 ↑	+10 ↑	+7 ↑	+9 ↑
	My agency does a good job of promoting health and wellbeing	77	16 8	77%	+13 ↑	+14 ↑	+11 ↑	+15 ↑
	I think my agency cares about my health and wellbeing	79	12 9	79%	+10 ↑	+18 ↑	+11 ↑	+14 ↑
	I believe my immediate supervisor cares about my health and wellbeing	88	8	88%	0	+3	0	+2

KEY

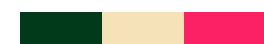


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		3%	0	-2	0	-1
Often		22%	+4	-4	-1	-4
Sometimes		48%	-11↓	-1	-2	+1
Rarely		26%	+9↑	+8↑	+5↑	+6↑
Never		1%	-1	-1	-1	-1

To what extent is your work emotionally demanding?

To a very large extent		7%	+5↑	-1	+1	0
To a large extent		18%	-2	-3	+1	0
Somewhat		30%	-9↓	-9↓	-9↓	-9↓
To a small extent		35%	+7↑	+11↑	+9↑	+10↑
To a very small extent		10%	0	+1	-1	0

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		10%	+3	+2	+3	+1
Agree		22%	+4	-2	0	-2
Neither agree nor disagree		29%	-8	-3	-1	-1
Disagree		32%	0	+3	-1	+2
Strongly disagree		8%	+1	+1	-1	0
In general, would you say that your health is:						
Excellent		13%	+1	+3	+1	+2
Very good		37%	+3	+3	+1	+2
Good		36%	-1	-2	-1	-2
Fair		11%	-4	-4	-2	-3
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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		34%	+4	+7 	+4	+7 
Very good		48%	+1	-7 	-7 	-6 
Average		15%	-7 	0	+2	-1
Below average		3%	+1	+1	+2	+1
Well below average		0%	0	-1	-1	-1

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

Excellent		20%	+6 	+4	+2	+7 
Very good		53%	0	-1	-2	+3
Average		25%	-3	0	+3	-3
Below average		1%	-4	-3	-3	-5 
Well below average		1%	+1	-1	-1	-2

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		78%	+9 	0	-3	-2
My workgroup has the tools and resources we need to perform well		50%	-4	-8 	-8 	-1
The people in my workgroup use time and resources efficiently		75%	+5 	-1	-4	-1
My workgroup can readily adapt to new priorities and tasks		81%	+7 	-2	-4	-1
The people in my workgroup cooperate to get the job done		83%	-3	-4	-7 	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		8%	+2	-2	-1	-2
I want to leave my position within the next 12 months		18%	+8	-6	-5	-4
I want to stay working in my position for the next one to two years		32%	+6	-5	-9	-6
I want to stay working in my position for at least the next three years		42%	-16	+14	+14	+13
What best describes your plans involved with leaving your current position?						
I am planning to retire		7%	+1	+2	+2	+3
I am pursuing another position within my agency		17%	+11	-24	-10	-1
I am pursuing a position in another agency		33%	+4	+6	-1	-11
I am pursuing work outside the APS		23%	-12	+12	+6	+8
It is the end of my non-ongoing, casual or contracted employment		3%	-8	0	-2	-1
Other		17%	+5	+4	+4	+4

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I can receive a higher salary elsewhere	27%	-	-	-	-
I wish to pursue a promotion opportunity	14%	-	-	-	-
There are a lack of future career opportunities in my agency	9%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	9%	-	-	-	-
Senior leadership is of a poor quality	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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM 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		12%	-2	+1	+4	+2
No		88%	+2	-1	-4	-2
Did this discrimination occur in your current agency?						
Yes		93%	0	+1	+3	+2
No		7%	0	-1	-3	-2
Basis for the discrimination that you experienced (3 highest responses):						
Gender		46%	-	-	-	-
Caring responsibilities		15%	-	-	-	-
Age		15%	-	-	-	-

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 SPECIALIST AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		12%	-1	+1	+4	0
No		84%	+3	0	-3	+1
Not sure		4%	-2	-1	-1	-2

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		69%	-	-	-	-
Deliberate exclusion from work-related activities		31%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		23%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		46%	-4	+11	+14	+11
It was reported by someone else		8%	+8	0	0	+3
I did not report the behaviour		46%	-4	-11	-14	-14

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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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		8%	+3	+4	+5	+2
No		81%	-2	-10	-10	-6
Not sure		8%	+2	+5	+5	+3
Would prefer not to answer		3%	-2	+1	+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

How do you describe your gender?	Responses
Man or male	54%
Woman or female	41%
Non-binary	0%
I use a different term	0%
Prefer not to say	5%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	0%
No	100%

Do you have an ongoing disability?	Responses
Yes	3%
No	97%

Do you have carer responsibilities?	Responses
Yes	49%
No	51%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	5%
No	95%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	77%
Australian Aboriginal and/or Torres Strait Islander	0%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	19%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	4%
South-East Asian	7%
North-East Asian	2%
Southern and Central Asian	2%
North American	2%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	1%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	4%
No	85%
Not sure	11%

AGENCY POSITION



AGENCY POSITION

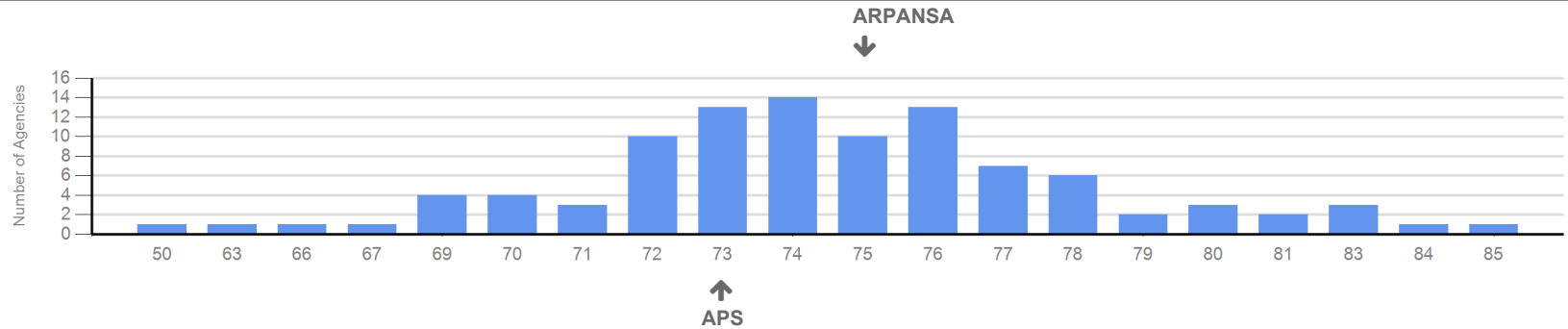
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

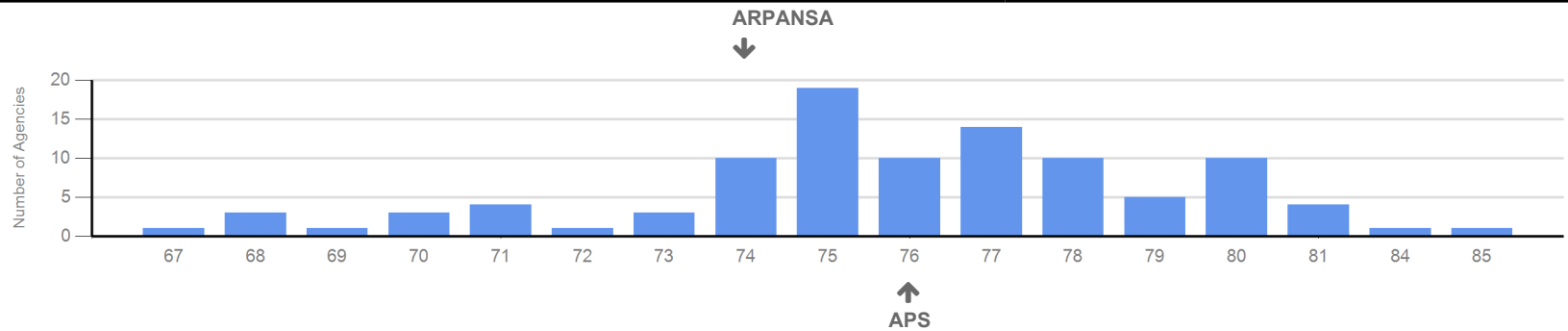
Employee Engagement Index

Ranking : 44th of 100



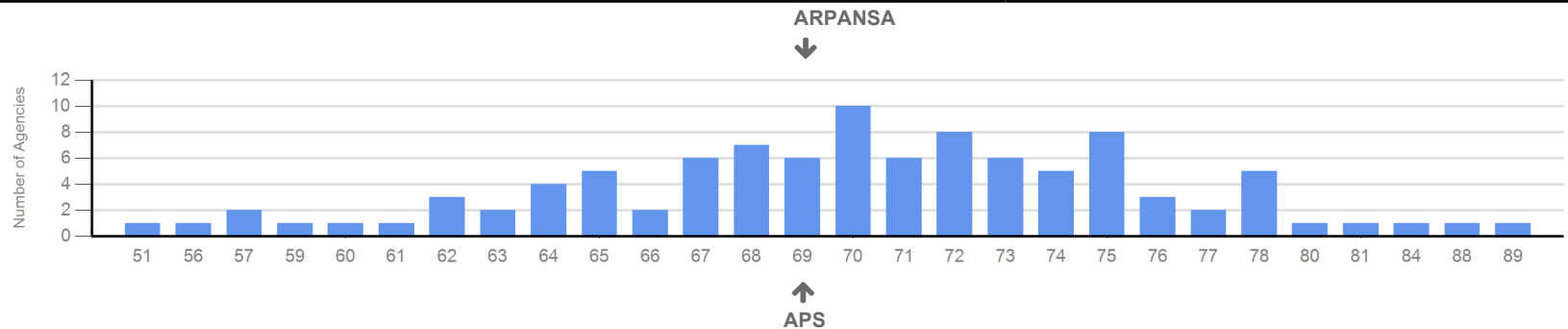
Leadership – Immediate Supervisor Index

Ranking : 77th of 100



Leadership – SES Manager Index

Ranking : 61st of 100



AGENCY POSITION



AGENCY POSITION

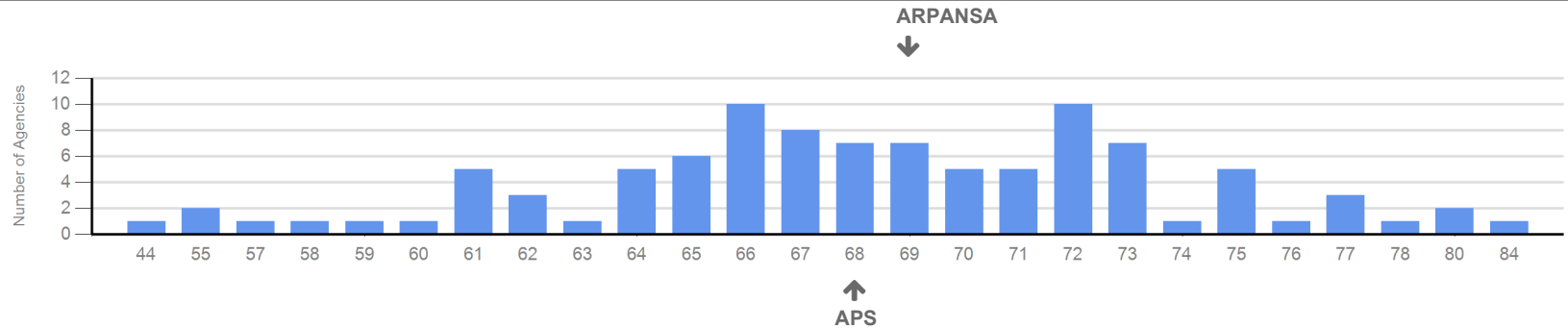
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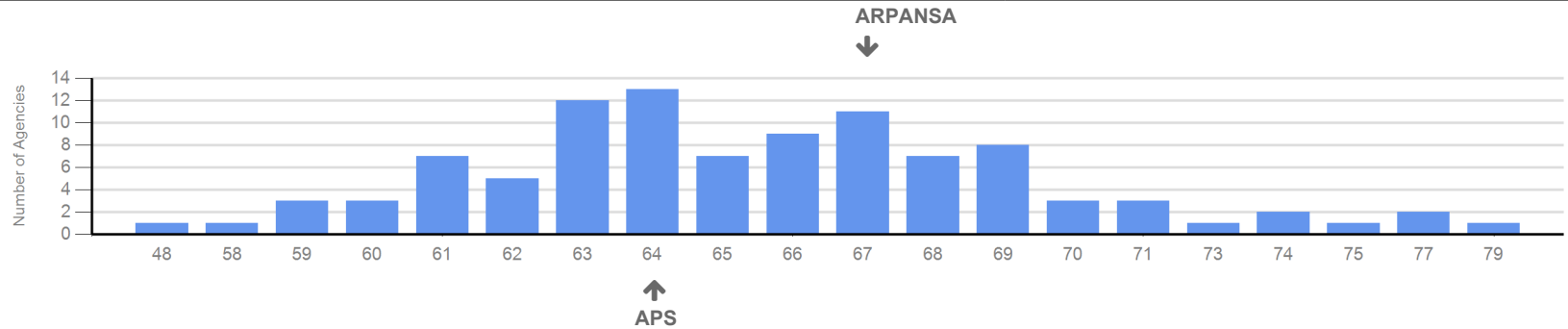
Communication Index

Ranking : 48th of 100



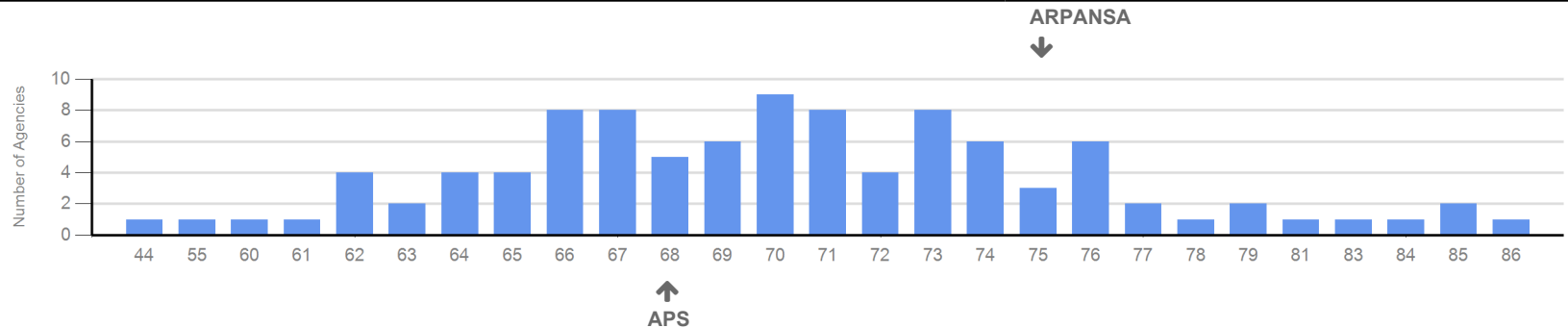
Enabling Innovation Index

Ranking : 37th of 100



Wellbeing Policies and Support Index

Ranking : 20th 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
.1	In my agency, the SES clearly articulate the direction and priorities for our agency			57%	+5	-6	-5	+3
.2	Internal communication within my agency is effective			61%	+1	+5	+4	+14
.3	My agency inspires me to come up with new or better ways of doing things			53%	+1	+3	0	+4
.4	My supervisor communicates effectively			80%	+1	0	-1	+3
.5	I am satisfied with the recognition I receive for doing a good job			68%	-4	+1	-3	+2
.6	My agency supports and actively promotes an inclusive workplace culture			88%	+9	+9	+8	+13

ARPANSA SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
I understand the learning and development expectations and support available to me to help me succeed in my role	67	21	13	67%	+5 ⬆
There is a clear line of sight between my learning and development opportunities and the strategic goals of my Agency	50	30	21	50%	+3
My supervisor gives me feedback on my contribution in the moment rather than at given points in time	66	23	11	66%	+4
In my role, there are opportunities to collaborate with other Branches/Offices and Sections to achieve strategic objectives	81	15	4	81%	-3
My current role has transferable skills that compliment other Branches and Offices	71	22	8	71%	+3
I feel comfortable in 'speaking up' and talking to my supervisor about issues	85	9	6	85%	-1
I am confident in the overall effectiveness of my supervisor and SES manager	71	18	12	71%	-4
My agency sees the importance of Health and Wellbeing at work and actively plays a role in Health and Wellbeing initiatives	78	13	9	78%	+9 ⬆
I am able to maintain a healthy balance between work and my personal life	71	13	17	71%	+1
My Manager and the Executive Group ensure that safety issues are properly addressed and considered	77	15	8	77%	+16 ⬆

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



ARPANSA SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
The CEO and Branch/Office heads works actively to develop a positive culture within the Agency	72	14	14	72%	+15 ↑
The CEO and Branch/Office heads demonstrate a commitment to empowering staff in the Agency	61	21	18	61%	+11 ↑

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.

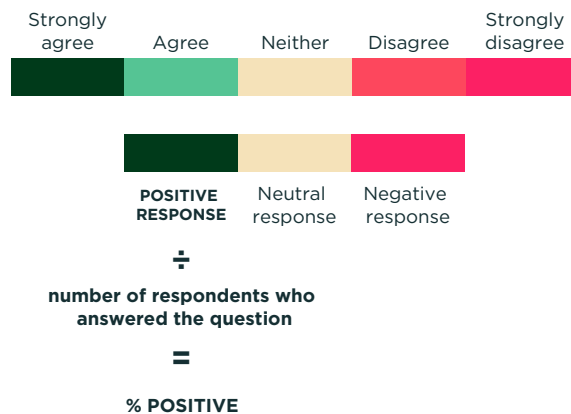
PRIORITISE 3 AREAS TO TAKE FORWARD

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

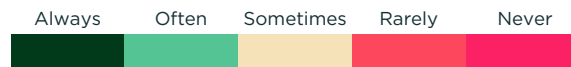
GUIDE TO THIS REPORT

% 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.