

Highlights Report SWA



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:
 76 of 85

RESPONSE RATE:
 89%

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.

YOUR EMPLOYEE ENGAGEMENT SCORE 74%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	80	80%	+3	+7 ↑	+4	+7 ↑
	I am proud to work in my agency	64	64%	-4	-12 ↓	-11 ↓	-16 ↓
	I would recommend my agency as a good place to work	61	61%	-1	-7 ↓	-10 ↓	-3
	I believe strongly in the purpose and objectives of my agency	93	93%	+8 ↑	+10 ↑	+12 ↑	+5 ↑
STAY	I feel a strong personal attachment to my agency	47	47%	-1	-18 ↓	-14 ↓	-19 ↓
	I feel committed to my agency's goals	87	87%	+5 ↑	+5 ↑	+6 ↑	+2
STRIVE	I suggest ideas to improve our way of doing things	88	88%	+1	+3	0	-1
	I am happy to go the 'extra mile' at work when required	95	95%	0	+3	+1	+3
	I work beyond what is required in my job to help my agency achieve its objectives	83	83%	+9 ↑	0	-2	-1
	My agency really inspires me to do my best work every day	57	57%	+1	+1	+1	-2

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 POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges		83%	+1	+4	+3	+7
My supervisor can deliver difficult advice whilst maintaining relationships		77%	+2	-1	-2	+1
My supervisor invites a range of views, including those different to their own		87%	-	+7	+5	+7
My supervisor encourages my team to regularly review and improve our work		86%	+2	+6	+7	+8
My supervisor is invested in my development		83%	+2	+9	+8	+9
My immediate supervisor encourages me		81%	-5	+6	+4	+5
My supervisor ensures that my workgroup delivers on what we are responsible for		89%	-6	+3	+1	+6
My supervisor provides me with helpful feedback to improve my performance		83%	-	+8	+8	+12

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 POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	65	24	11	65%	-4	-2	-7↓	0
My SES manager presents convincing arguments and persuades others towards an outcome	65	29		65%	-	+5↑	-5↓	-1
My SES manager promotes cooperation within and between agencies	76	17		76%	+11↑	+10↑	+1	+5↑
My SES manager encourages innovation and creativity	61	29	9	61%	-	-3	-8↓	-4
My SES manager creates an environment that enables us to deliver our best	68	22	11	68%	-	+6↑	-1	+5↑
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	80	17		80%	-2	+7↑	-1	+2
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
In my agency, the SES work as a team	59	25	15	59%	-9↓	+6↑	+1	+1
In my agency, the SES clearly articulate the direction and priorities for our agency	57	25	17	57%	-2	-3	-5↓	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR




















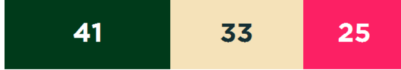



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor communicates effectively		91%	+4	+9 	+8 	+11 
My SES manager communicates effectively		71%	-6 	+1	-5 	+3
In my agency, communication between SES and other employees is effective		44%	-10 	-7 	-11 	-8 
Internal communication within my agency is effective		59%	-3	+1	-1	+2
When changes occur, the impacts are communicated well within my workgroup		77%	-3	+11 	+10 	+12 
Staff are consulted about change at work		45%	-5 	0	+1	-1
Change is managed well in my agency		41%	-9 	-2	0	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

























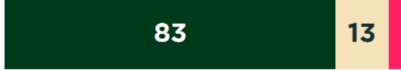













AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		93%	+4	+9 	+7 	+7 
I have a choice in deciding how I do my work		72%	-6 	+11 	+5 	-1
Where appropriate, I am able to take part in decisions that affect my job		77%	-	+9 	+4	+5 
I am clear what my duties and responsibilities are		88%	-4	+10 	+11 	+14 
I am satisfied with the recognition I receive for doing a good job		81%	+4	+15 	+10 	+14 
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		93%	-5 	+28 	+19 	+24 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		83%	-2	+6 	+5 	+7 
I am satisfied with the stability and security of my job		95%	0	+15 	+10 	+21 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		71%	-	-5 	-6 	-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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS		61%	0	-2	-2	+9 
I understand how my role contributes to achieving an outcome for the Australian public		88%	-6 	-2	-1	0
I believe strongly in the purpose and objectives of the APS		93%	+6 	+11 	+10 	+12 

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 POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		9%	+2	-15 ↓	-16 ↓	-18 ↓
Slightly above capacity – lots of work to do		33%	0	-7 ↓	-7 ↓	-8 ↓
At capacity – about the right amount of work to do		47%	+4	+18 ↑	+20 ↑	+22 ↑
Slightly below capacity – available for more work		8%	-6 ↓	+3	+1	+3
Well below capacity – not enough work		3%	0	+1	+1	+1

KEY






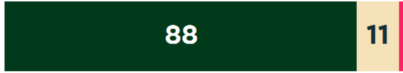










AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	89 	89%	+5 	+10 	+9 	+14 
My supervisor actively supports people from diverse backgrounds	88 	88%	-	+8 	+8 	+12 
I receive the respect I deserve from my colleagues at work	92 	92%	+5 	+12 	+10 	+13 

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 INNOVATION INDEX SCORE		68%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY 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	81	13	81%	-	-6 ↓	-8 ↓	-7 ↓	
	My immediate supervisor encourages me to come up with new or better ways of doing things	83	15	83%	-	+8 ↑	+7 ↑	+7 ↑	
	People are recognised for coming up with new and innovative ways of working	67	24	9	67%	-	+5 ↑	+4	+8 ↑
	My agency inspires me to come up with new or better ways of doing things	44	39	17	44%	-12 ↓	-4	0	-5 ↓
	My agency recognises and supports the notion that failure is a part of innovation	34	41	26	34%	-	-3	+2	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

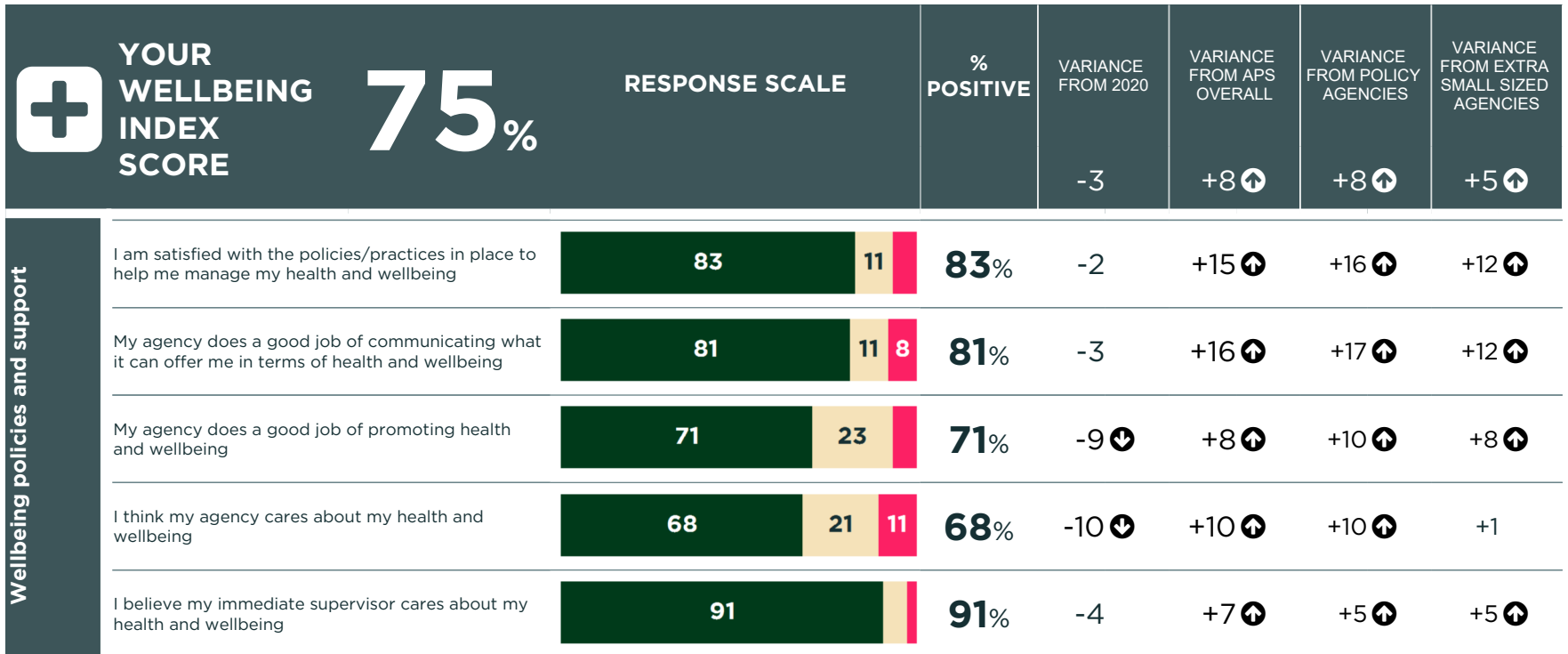


WELLBEING POLICIES AND SUPPORT



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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
----------------	---	--------------------	---------------------------	-------------------------------	--

How often do you find your work stressful?

Always		3%	-	-3	-2	-2
Often		16%	-	-13 ↓	-13 ↓	-12 ↓
Sometimes		55%	-	+7 ↑	+5 ↑	+7 ↑
Rarely		25%	-	+9 ↑	+10 ↑	+8 ↑
Never		1%	-	0	0	-1

To what extent is your work emotionally demanding?

To a very large extent		1%	0	-7 ↓	-5 ↓	-5 ↓
To a large extent		16%	+8 ↑	-7 ↓	-5 ↓	-5 ↓
Somewhat		41%	+3	+2	+1	+1
To a small extent		29%	-2	+8 ↑	+6 ↑	+6 ↑
To a very small extent		12%	-9 ↓	+5 ↑	+4	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel burned out by my work					
Strongly agree	0%	0	-9 ↓	-9 ↓	-8 ↓
Agree	11%	-1	-14 ↓	-14 ↓	-14 ↓
Neither agree nor disagree	31%	+2	0	0	+2
Disagree	41%	-6 ↓	+13 ↑	+13 ↑	+13 ↑
Strongly disagree	17%	+7 ↑	+10 ↑	+10 ↑	+8 ↑
In general, would you say that your health is:					
Excellent	8%	-	-4	-5 ↓	-5 ↓
Very good	32%	-	-3	-3	-6 ↓
Good	48%	-	+13 ↑	+13 ↑	+15 ↑
Fair	9%	-	-5 ↓	-4	-4
Poor	3%	-	-1	-1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

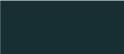




AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
----------------	---	--------------------	---------------------------	-------------------------------	--

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

Excellent		31%	-	+4	0	+4
Very good		53%	-	-2	-1	-5 ↓
Average		16%	-	+1	+3	+3
Below average		0%	-	-2	-2	-1
Well below average		0%	-	-1	-1	-1

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

Excellent		18%	-	+3	0	-1
Very good		49%	-	-7 ↓	-9 ↓	-7 ↓
Average		32%	-	+8 ↑	+12 ↑	+12 ↑
Below average		1%	-	-2	-1	-3
Well below average		0%	-	-2	-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 POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		84%	-5 	+3	+1	-4
My workgroup has the tools and resources we need to perform well		70%	-13 	+7 	+5 	+9 
The people in my workgroup use time and resources efficiently		91%	+1	+13 	+12 	+11 
My workgroup can readily adapt to new priorities and tasks		96%	+4	+10 	+9 	+9 
The people in my workgroup cooperate to get the job done		97%	-1	+10 	+8 	+9 

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 POLICY AGENCIES	VARIANCE FROM EXTRA 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		5%	-	-4	-5 ↓	-5 ↓
I want to leave my position within the next 12 months		22%	-	0	-5 ↓	0
I want to stay working in my position for the next one to two years		60%	-	+24 ↑	+18 ↑	+15 ↑
I want to stay working in my position for at least the next three years		12%	-	-19 ↓	-8 ↓	-10 ↓
What best describes your plans involved with leaving your current position?						
I am planning to retire		0%	-	-6 ↓	-3	-4
I am pursuing another position within my agency		10%	-	-32 ↓	-30 ↓	-1
I am pursuing a position in another agency		60%	-	+35 ↑	+30 ↑	+16 ↑
I am pursuing work outside the APS		20%	-	+9 ↑	+11 ↑	-1
It is the end of my non-ongoing, casual or contracted employment		0%	-	-3	-3	-8 ↓
Other		10%	-	-3	-4	-2

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 POLICY AGENCIES	VARIANCE FROM EXTRA SMALL 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		28%	-	-	-	-
I am looking to further my skills in another area		17%	-	-	-	-
I am not satisfied with the work		11%	-	-	-	-

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY 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		4%	-8 ↓	-7 ↓	-7 ↓	-4
No		96%	+8 ↑	+7 ↑	+7 ↑	+4
Did this discrimination occur in your current agency?						
Yes		100%	+33 ↑	+6 ↑	+9 ↑	+13 ↑
No		0%	0	-6 ↓	-9 ↓	-13 ↓

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 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.

HARASSMENT AND BULLYING

RESPONSE SCALE

%

VARIANCE FROM 2020

VARIANCE FROM APS OVERALL

VARIANCE FROM POLICY AGENCIES

VARIANCE FROM EXTRA SMALL SIZED AGENCIES

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

Yes		5%	-1	-6 ↓	-6 ↓	-5 ↓
No		92%	+1	+10 ↑	+9 ↑	+10 ↑
Not sure		3%	0	-4	-4	-4

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		25%	-	-9 ↓	-6 ↓	-6 ↓
It was reported by someone else		0%	-	-7 ↓	-7 ↓	-7 ↓
I did not report the behaviour		75%	-	+16 ↑	+14 ↑	+12 ↑

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY 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		8%	-2	+4	+5	+3
No		81%	+8	-8	-10	-5
Not sure		7%	-5	+2	+3	0
Would prefer not to answer		4%	-1	+2	+2	+1
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		0%	-	-20	-14	-16
It was reported by someone else		17%	-	+1	+4	0
I did not report the behaviour		83%	-	+18	+10	+16

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 POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male		26%	-3	-11↓	-9↓	-3
Woman or female		71%	+3	+12↑	+10↑	+6↑
Non-binary		1%	-	+1	+1	+1
I use a different term		0%	-	0	0	-
Prefer not to say		1%	-1	-2	-2	-4
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		0%	0	-4	-4	-2
No		100%	+1	+4	+4	+2
Do you have an ongoing disability?						
Yes		13%	-3	+4	+5↑	+7↑
No		87%	+3	-4	-5↓	-7↓

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 POLICY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		41%	+2	+2	+2	+3
No		59%	-2	-2	-2	-3
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		15%	+5	+8	+6	+5
No		85%	-5	-8	-6	-5
In which country were you born?						
Australia		85%	-	+8	+6	+7
Other country		15%	-	-8	-6	-7
Do you speak a language other than English at home?						
No, English only		87%	-	+6	+4	+2
Yes, other		13%	-	-6	-4	-2

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.