



Highlights Report SWA



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RESPONSES:

87 of 90

RESPONSE RATE:

97%

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.



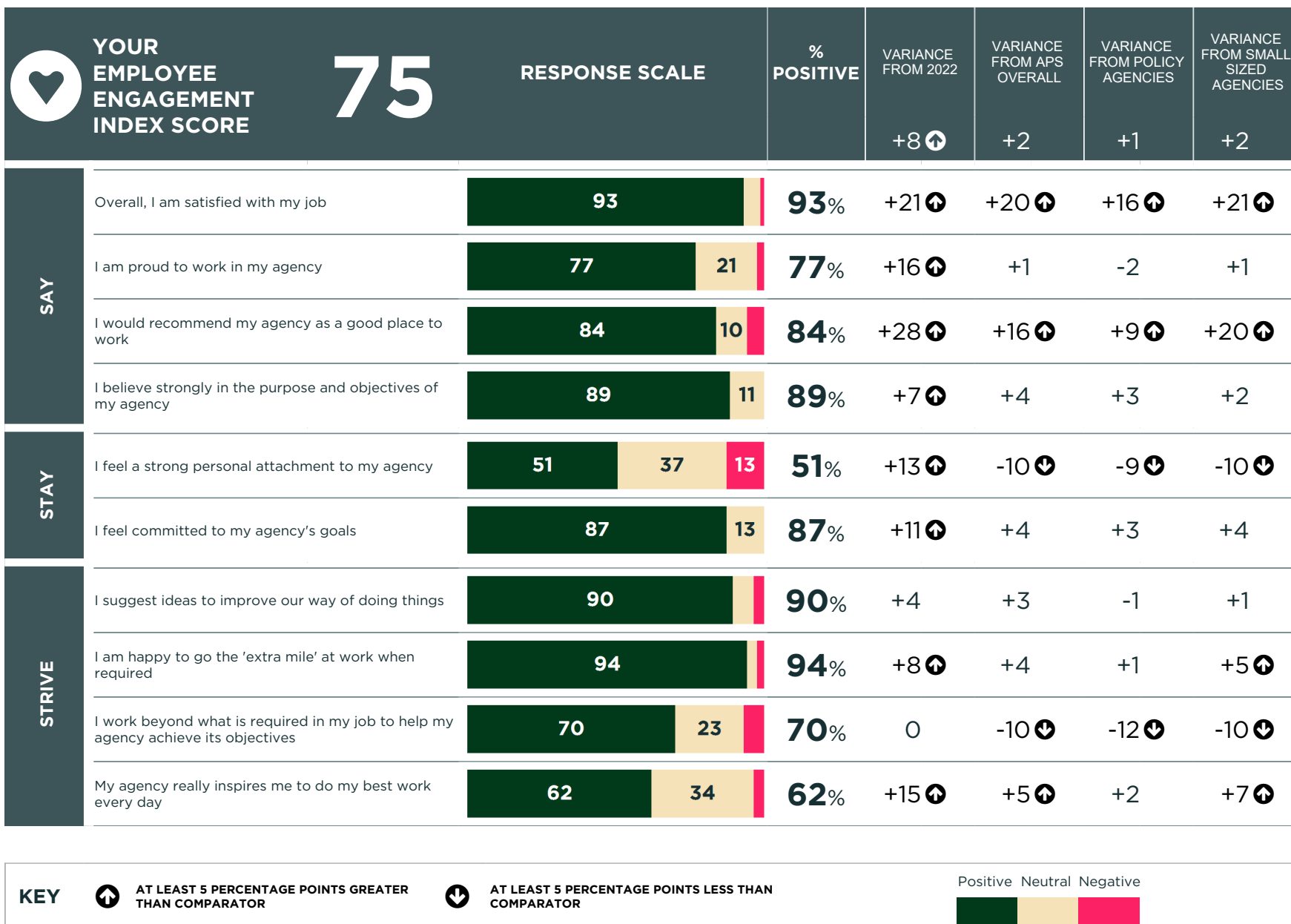
Generally a difference of ± 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

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.



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	81	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				+2	+5	+3	+6

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	84	14	84%	+9	+5	+4	+8
	My supervisor can deliver difficult advice whilst maintaining relationships	78	17	78%	-1	0	-1	+2
	My supervisor invites a range of views, including those different to their own	93		93%	+8	+12	+9	+14
	My supervisor encourages my team to regularly review and improve our work	92		92%	+10	+11	+11	+15
	My supervisor is invested in my development	89	9	89%	+12	+13	+11	+15
	My supervisor ensures that my workgroup delivers on what we are responsible for	97		97%	+12	+10	+8	+12

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	87	10	87%	+5	+10	+10	+14
	My immediate supervisor encourages me	86	13	86%	+5	+10	+9	+12

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP - SES MANAGER



SES MANAGER

THE SES MANAGER SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SES MANAGER IN LINE WITH THE *APS LEADERSHIP CAPABILITY FRAMEWORK*.

YOUR SES MANAGER LEADERSHIP INDEX SCORE		78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SES Manager	My SES manager clearly articulates the direction and priorities for our area	85	11	85%	+14 ↑	+17 ↑	+12 ↑	+22 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	81	17	81%	+7 ↑	+20 ↑	+11 ↑	+20 ↑
	My SES manager promotes cooperation within and between agencies	80	17	80%	+10 ↑	+14 ↑	+4	+16 ↑
	My SES manager encourages innovation and creativity	80	17	80%	+12 ↑	+16 ↑	+10 ↑	+18 ↑
	My SES manager creates an environment that enables us to deliver our best	83	14	83%	+12 ↑	+19 ↑	+12 ↑	+23 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	92		92%	+13 ↑	+19 ↑	+12 ↑	+21 ↑
Other similar questions								
	In my agency, the SES work as a team	66	28	66%	+3	+13 ↑	+6 ↑	+18 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	67	26	67%	+10 ↑	+4	-2	+13 ↑
	In my agency, communication between SES and other employees is effective	65	21	65%	+10 ↑	+12 ↑	+5 ↑	+19 ↑
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	80	16	80%	-	+15 ↑	+10 ↑	+19 ↑
KEY		AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative <div> </div>				

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	78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				+5 ↑	+10 ↑	+7 ↑	+13 ↑

Communication	My supervisor communicates effectively	89	89%	+4	+8 ↑	+8 ↑	+11 ↑
	My SES manager communicates effectively	85	85%	+10 ↑	+16 ↑	+11 ↑	+21 ↑
	Internal communication within my agency is effective	86	86%	+13 ↑	+30 ↑	+26 ↑	+38 ↑

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	79	79%	+3	+12 ↑	+11 ↑	+13 ↑
	Staff are consulted about change at work	63	63%	+15 ↑	+14 ↑	+12 ↑	+19 ↑
	Change is managed well in my agency	55	55%	+20 ↑	+12 ↑	+10 ↑	+20 ↑

KEY

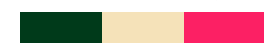


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	91	91%	+7 ⬆	+12 ⬆	+9 ⬆	+11 ⬆
I have a choice in deciding how I do my work	71 24	71%	-1	+7 ⬆	0	0
Where appropriate, I am able to take part in decisions that affect my job	83 16	83%	+8 ⬆	+14 ⬆	+7 ⬆	+14 ⬆
I am clear what my duties and responsibilities are	89 9	89%	+8 ⬆	+9 ⬆	+11 ⬆	+11 ⬆
I am satisfied with the recognition I receive for doing a good job	84 10	84%	+12 ⬆	+18 ⬆	+11 ⬆	+18 ⬆
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	86 8	86%	0	+35 ⬆	+20 ⬆	+34 ⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	89	89%	+13 ⬆	+15 ⬆	+8 ⬆	+10 ⬆
I am satisfied with the stability and security of my job	91	91%	-1	+9 ⬆	+5 ⬆	+16 ⬆
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	79 15	79%	+16 ⬆	+1	-5 ⬇	-2

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 POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	55 37 8	55%	+6 ⬆	-6 ⬇	-7 ⬇	+2
I understand how my role contributes to achieving an outcome for the Australian public	93	93%	+8 ⬆	+1	+1	+2
I believe strongly in the purpose and objectives of the APS	89 11	89%	+5 ⬆	+4	+2	+7 ⬆

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

Well above capacity - too much work		10%	-5 ⬇	-13 ⬇	-14 ⬇	-16 ⬇
Slightly above capacity - lots of work to do		41%	+14 ⬆	+1	+1	+1
At capacity - about the right amount of work to do		44%	0	+15 ⬆	+16 ⬆	+18 ⬆
Slightly below capacity - available for more work		5%	-5 ⬇	-1	-2	-1
Well below capacity - not enough work		0%	-4	-1	-2	-2

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	91	91%	+6 ⬆	+11 ⬆	+8 ⬆	+15 ⬆
My supervisor actively ensures that everyone can be included in workplace activities	92	92%	+8 ⬆	+9 ⬆	+8 ⬆	+10 ⬆
I receive the respect I deserve from my colleagues at work	92	92%	+7 ⬆	+11 ⬆	+9 ⬆	+13 ⬆

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		18%	-6 ⬇	+5 ⬆	+5 ⬆	+4
Flexible hours of work		28%	+3	0	+5 ⬆	-3
Compressed work week		5%	+1	+1	+1	-1
Job sharing		2%	+1	+2	+2	+2
Working away from the office/working from home		75%	0	+18 ⬆	+12 ⬆	+9 ⬆
None of the above		10%	+2	-15 ⬇	-14 ⬇	-8 ⬇

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

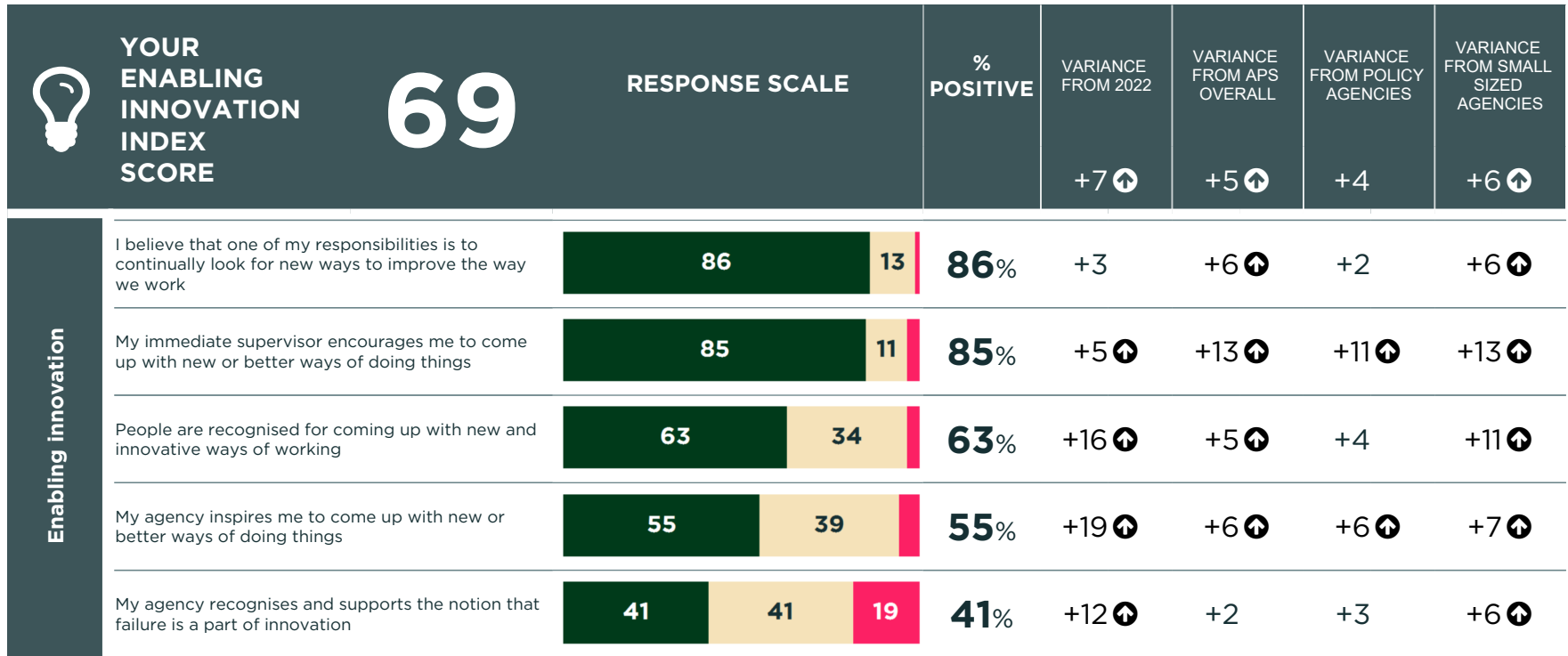


ENABLING INNOVATION



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

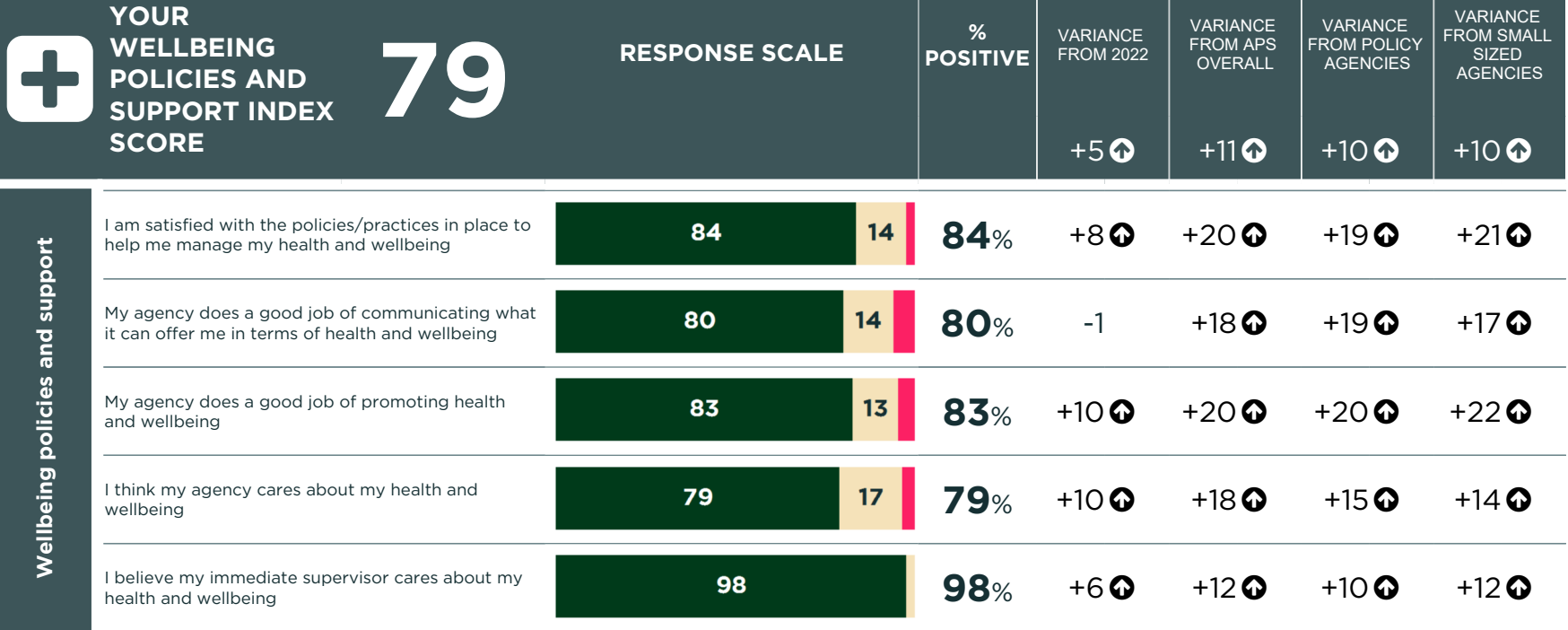


WELLBEING POLICIES AND SUPPORT



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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How often do you find your work stressful?						
Always	<div></div>	2%	+1	-3	-2	-2
Often	<div></div>	20%	+1	-6 ↓	-7 ↓	-6 ↓
Sometimes	<div></div>	49%	+2	0	-1	+1
Rarely	<div></div>	29%	-1	+11 ↑	+11 ↑	+9 ↑
Never		0%	-3	-2	-2	-2
To what extent is your work emotionally demanding?						
To a very large extent	<div></div>	3%	-2	-4	-3	-3
To a large extent	<div></div>	8%	+1	-13 ↓	-11 ↓	-11 ↓
Somewhat	<div></div>	38%	-1	0	0	-1
To a small extent	<div></div>	31%	+8 ↑	+8 ↑	+6 ↑	+6 ↑
To a very small extent	<div></div>	19%	-6 ↓	+10 ↑	+8 ↑	+9 ↑

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 POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree	<div></div>	2%	-5↓	-6↓	-6↓	-7↓
Agree	<div></div>	14%	+4	-10↓	-10↓	-10↓
Neither agree nor disagree	<div></div>	20%	-10↓	-12↓	-11↓	-10↓
Disagree	<div></div>	55%	+13↑	+26↑	+24↑	+25↑
Strongly disagree	<div></div>	9%	-2	+3	+2	+2
In general, would you say that your health is:						
Excellent	<div></div>	6%	-4	-4	-5↓	-5↓
Very good	<div></div>	43%	+4	+9↑	+8↑	+8↑
Good	<div></div>	36%	+4	-2	-2	-2
Fair	<div></div>	11%	-3	-3	-3	-2
Poor	<div></div>	5%	-1	+1	+1	+1

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 POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent	<div></div>	32%	+6 ⬆	+5 ⬆	+1	+5 ⬆
Very good	<div></div>	49%	-2	-5 ⬇	-5 ⬇	-4
Average	<div></div>	18%	-1	+3	+6 ⬆	+3
Below average		0%	-1	-2	-2	-2
Well below average		0%	-1	-1	-1	-1

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

Excellent	<div></div>	19%	-1	+4	0	+6 ⬆
Very good	<div></div>	63%	+17 ⬆	+9 ⬆	+4	+13 ⬆
Average	<div></div>	16%	-17 ⬇	-9 ⬇	-3	-12 ⬇
Below average	<div></div>	1%	0	-3	-1	-4
Well below average	<div></div>	1%	+1	-1	0	-2

KEY











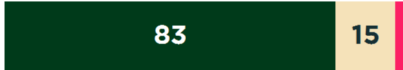















AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	87 	87%	+9 	+9 	+7 	+8 
My workgroup has the tools and resources we need to perform well	77 	77%	+7 	+18 	+18 	+26 
The people in my workgroup use time and resources efficiently	83 	83%	+3	+7 	+6 	+7 
My workgroup can readily adapt to new priorities and tasks	92 	92%	+7 	+9 	+7 	+10 
The people in my workgroup cooperate to get the job done	98 	98%	+5 	+10 	+8 	+10 

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 POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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Which of the following statements best reflects your current thoughts about working in your current position?

I want to leave my position as soon as possible	<div></div>	5%	-14 ↓	-5 ↓	-5 ↓	-5 ↓
I want to leave my position within the next 12 months	<div></div>	29%	+4	+5 ↑	0	+7 ↑
I want to stay working in my position for the next one to two years	<div></div>	50%	+5 ↑	+13 ↑	+8 ↑	+12 ↑
I want to stay working in my position for at least the next three years	<div></div>	16%	+5 ↑	-12 ↓	-3	-13 ↓

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

I am planning to retire		0%	-6 ↓	-5 ↓	-3	-4
I am pursuing another position within my agency	<div></div>	10%	-3	-31 ↓	-30 ↓	-7 ↓
I am pursuing a position in another agency	<div></div>	72%	+5 ↑	+45 ↑	+43 ↑	+28 ↑
I am pursuing work outside the APS		0%	-6 ↓	-11 ↓	-9 ↓	-16 ↓
It is the end of my non-ongoing, casual or contracted employment	<div></div>	3%	0	0	-1	-1
Other	<div></div>	14%	+11 ↑	+1	0	+1

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 POLICY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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What is the primary reason behind your desire to leave your current position? (5 highest responses):

There are a lack of future career opportunities in my agency	<div></div>	33%	-	-	-	-
I am looking to further my skills in another area	<div></div>	17%	-	-	-	-
Senior leadership is of a poor quality	<div></div>	13%	-	-	-	-
I wish to pursue a promotion opportunity	<div></div>	13%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	<div></div>	8%	-	-	-	-

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 POLICY 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	<div></div>	3%	-1	-7↓	-6↓	-6↓
No	<div></div>	97%	+1	+7↑	+6↑	+6↑

Did this discrimination occur in your current agency?

Yes	The data for this question has been hidden for anonymity reasons.
No	The data for this question has been hidden for anonymity reasons.

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

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

HARASSMENT AND BULLYING

RESPONSE SCALE

%

VARIANCE FROM 2022

VARIANCE FROM APS OVERALL

VARIANCE FROM POLICY AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes	<div></div>	2%	-3	-8↓	-7↓	-9↓
No	<div></div>	93%	0	+9↑	+8↑	+10↑
Not sure	<div></div>	5%	+3	-1	0	-1

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden for anonymity reasons.

It was reported by someone else

The data for this question has been hidden for anonymity reasons.

I did not report the behaviour

The data for this question has been hidden for anonymity reasons.

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO INDICATED THAT THEY HAD WITNESSED POTENTIAL CORRUPT BEHAVIOUR WERE ASKED TO DESCRIBE THE BEHAVIOUR. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF CORRUPT BEHAVIOURS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES AND WITH RESULTS FOR THE APS OVERALL.

CORRUPTION

RESPONSE SCALE

%

VARIANCE
FROM 2022

VARIANCE
FROM APS
OVERALL

VARIANCE
FROM POLICY
AGENCIES

VARIANCE
FROM 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		1%	-6↓	-2	-1	-4
No		95%	+9↑	+5↑	+3	+9↑
Not sure		1%	-4	-3	-2	-4
Would prefer not to answer		2%	+1	0	+1	-1

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	32%
Woman or female	63%
Non-binary	1%
I use a different term	0%
Prefer not to say	3%

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	10%
No	90%

Do you have carer responsibilities?	Responses
Yes	53%
No	47%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Responses
Yes	17%
No	83%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	79%
Australian Aboriginal and/or Torres Strait Islander	0%
New Zealander (excluding Maori)	0%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	13%
North-West European (excluding Anglo-European)	1%
Southern and Eastern European	8%
South-East Asian	5%
North-East Asian	2%
Southern and Central Asian	3%
North American	0%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	10%
No	84%
Not sure	6%

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.

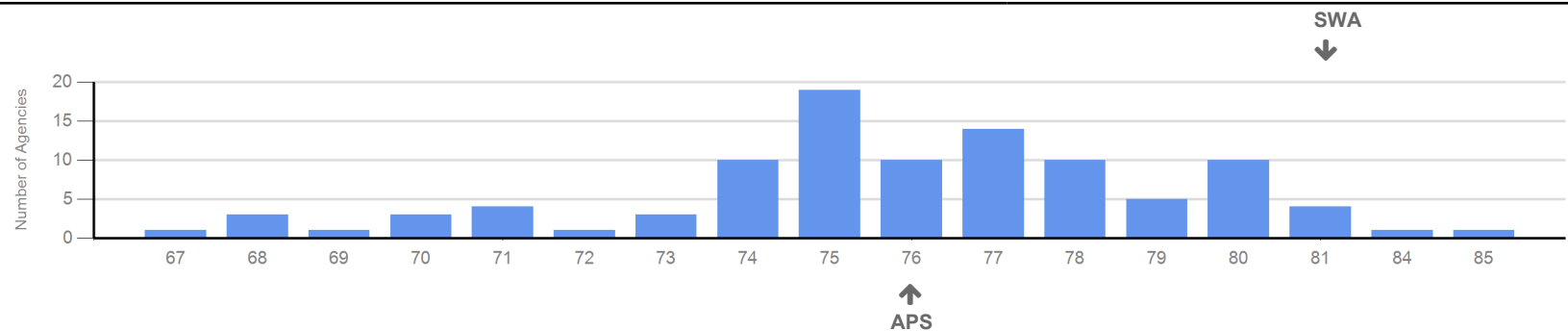
Employee Engagement Index

Ranking : 45th of 100



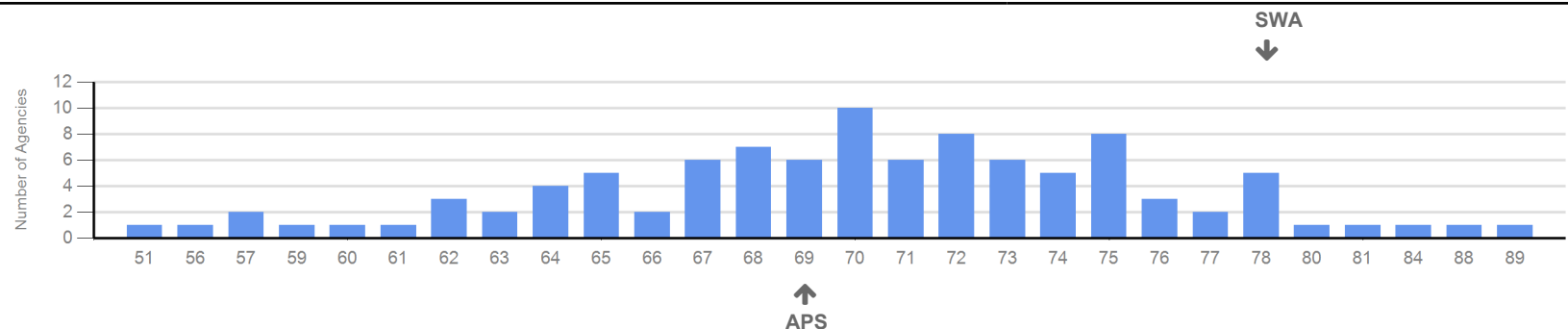
Leadership – Immediate Supervisor Index

Ranking : 6th of 100



Leadership – SES Manager Index

Ranking : 9th of 100



AGENCY POSITION



AGENCY POSITION

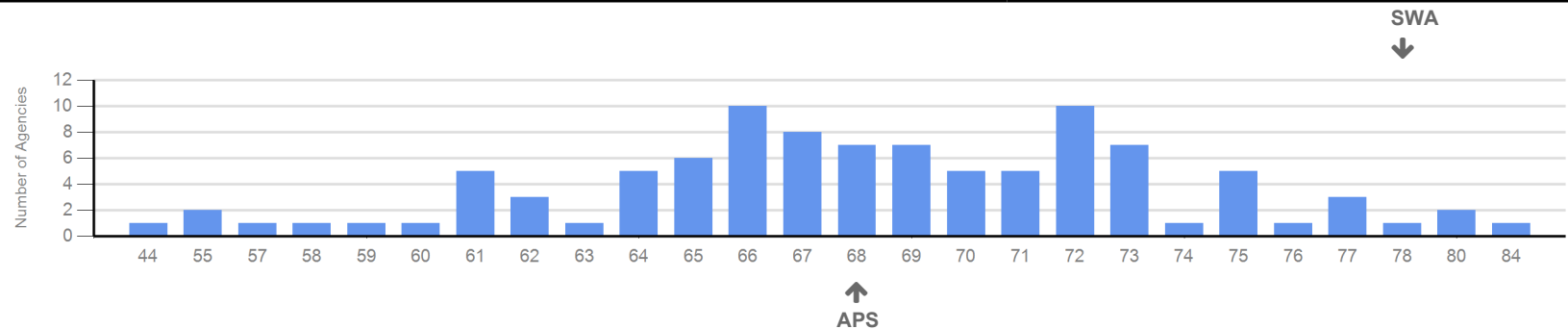
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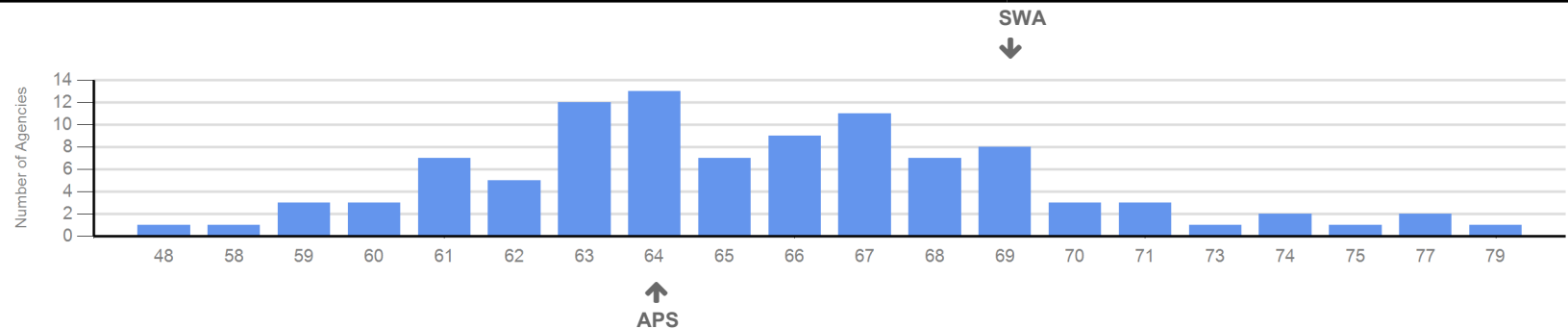
Communication Index

Ranking : 4th of 100



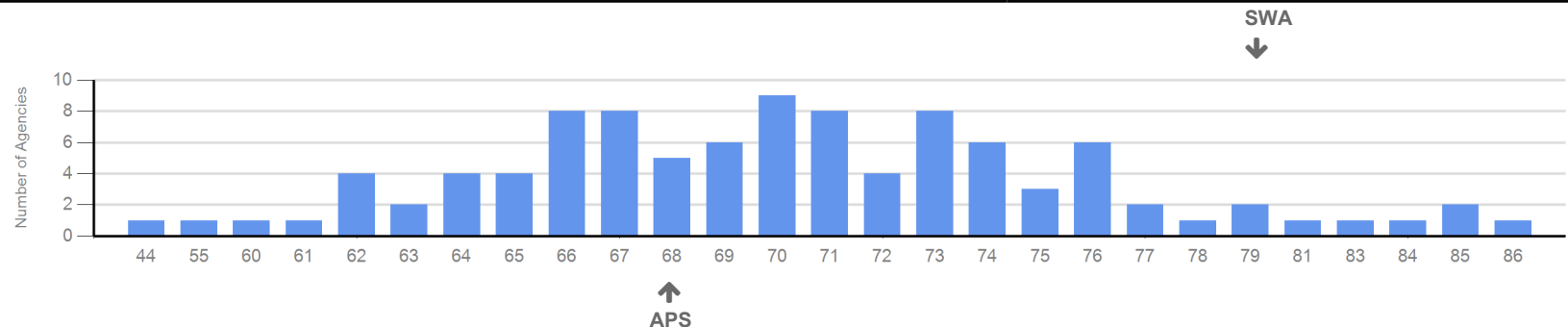
Enabling Innovation Index

Ranking : 15th of 100



Wellbeing Policies and Support Index

Ranking : 8th 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 POLICY
AGENCIES

VARIANCE
FROM SMALL
SIZED
AGENCIES

.1

My agency inspires me to come up with new or better ways of doing things

55%

+19↑

+6↑

+6↑

+7↑

.2

I feel I have the same opportunities as anyone else of my ability or experience

73%

+2

+8↑

+3

+9↑

.3

My agency supports and actively promotes an inclusive workplace culture

91%

+6↑

+11↑

+8↑

+15↑

.4

Change is managed well in my agency

55%

+20↑

+12↑

+10↑

+20↑

.5

My agency recognises and supports the notion that failure is a part of innovation

41%

+12↑

+2

+3

+6↑

.6

I think my agency cares about my health and wellbeing

79%

+10↑

+18↑

+15↑

+14↑

SWA SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
To what extent do you have a clear understanding about your career path at Safe Work Australia?	83 17	83%	+8 ↑
I understand the role of our Members and Committees in making operational and corporate decisions within the Agency	92 8	92%	-
I am aware of my legislative obligations as an employee within SWA (eg Public Service Act 1999, WHS Act 2011)	100	100%	-
I am aware of my Agency obligations as an employee within SWA (eg policies, annual mandatory training, performance management)	99	99%	-
I understand how my role contributes to achieving SWAs outcomes	99	99%	-
I have the capabilities to respond positively and effectively to changes in the workplace	100	100%	-
I am aware of how I can report psychosocial risks	74 26	74%	-
For SES and Executive Level classifications only: I have a good understanding of the different responsibilities for managing psychosocial risks	86 14	86%	-

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.

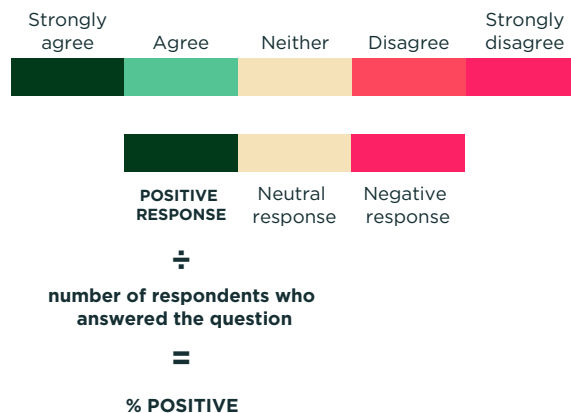
PRIORITISE 3 AREAS TO TAKE FORWARD

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

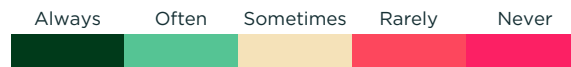
GUIDE TO THIS REPORT

% 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.