



Highlights Report **COMCARE**



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RESPONSES:
544 of 613

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 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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
SAY	Overall, I am satisfied with my job	83	12	83%	+3	+8 ↑	+10 ↑	+8 ↑	
	I am proud to work in my agency	77	20	77%	+7 ↑	+1	+3	-2	
	I would recommend my agency as a good place to work	80	13	80%	+11 ↑	+11 ↑	+17 ↑	+11 ↑	
	I believe strongly in the purpose and objectives of my agency	89	10	89%	+6 ↑	+6 ↑	+4	+2	
STAY	I feel a strong personal attachment to my agency	60	28	11	60%	-1	0	+2	-2
	I feel committed to my agency's goals	85	13	85%	+3	+2	+2	0	
STRIVE	I suggest ideas to improve our way of doing things	90	8	90%	+2	+4	+2	+1	
	I am happy to go the 'extra mile' at work when required	94		94%	-1	+3	+2	+2	
	I work beyond what is required in my job to help my agency achieve its objectives	80	18	80%	-1	-1	-4	-2	
	My agency really inspires me to do my best work every day	63	28	9	63%	+6 ↑	+6 ↑	+7 ↑	+4

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		82	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	87	10	87%	+3	+8 ⬆️	+10 ⬆️	+9 ⬆️
	My supervisor can deliver difficult advice whilst maintaining relationships	86	12	86%	+3	+7 ⬆️	+8 ⬆️	+7 ⬆️
	My supervisor invites a range of views, including those different to their own	90		90%	+6 ⬆️	+8 ⬆️	+10 ⬆️	+8 ⬆️
	My supervisor encourages my team to regularly review and improve our work	88	9	88%	+4	+7 ⬆️	+10 ⬆️	+8 ⬆️
	My supervisor is invested in my development	84	12	84%	+5 ⬆️	+8 ⬆️	+10 ⬆️	+9 ⬆️
	My supervisor ensures that my workgroup delivers on what we are responsible for	93		93%	+2	+6 ⬆️	+7 ⬆️	+6 ⬆️
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	86	9	86%	+5 ⬆️	+8 ⬆️	+11 ⬆️	+10 ⬆️
	My supervisor actively ensures that everyone can be included in workplace activities	89	8	89%	-	+6 ⬆️	+9 ⬆️	+6 ⬆️
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	75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				0	+6 ↑	+6 ↑	+5 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	80	16	80%	+1	+11 ↑	+13 ↑	+10 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	73	22	73%	+4	+11 ↑	+12 ↑	+9 ↑
	My SES manager promotes cooperation within and between agencies	76	20	76%	0	+9 ↑	+12 ↑	+7 ↑
	My SES manager encourages innovation and creativity	76	19	76%	+4	+11 ↑	+12 ↑	+10 ↑
	My SES manager creates an environment that enables us to deliver our best	76	17	76%	+6 ↑	+11 ↑	+12 ↑	+10 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	84	14	84%	0	+10 ↑	+11 ↑	+7 ↑

Other similar questions

All SES	In my agency, the SES work as a team	63	28	9	63%	+3	+9 ↑	+8 ↑	+12 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	74	18	8	74%	+4	+11 ↑	+11 ↑	+12 ↑
	In my agency, communication between SES and other employees is effective	69	21	9	69%	+7 ↑	+16 ↑	+15 ↑	+18 ↑

KEY

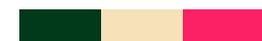


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE



COMMUNICATION

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

CHANGE

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

	YOUR COMMUNICATION INDEX SCORE	76	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					+2	+7	+8	+8

Communication	My supervisor communicates effectively	89	8	89%	+2	+8	+10	+9
	My SES manager communicates effectively	84	11	84%	+6	+14	+15	+13
	Internal communication within my agency is effective	71	19	71%	+4	+14	+15	+15

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	80	12	8	80%	+8	+11	+13	+11
	Staff are consulted about change at work	68	25	8	68%	+8	+18	+18	+19
	Change is managed well in my agency	54	26	20	54%	+5	+10	+14	+13

KEY	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative

WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills	87	87%	-3	+8	+8	+5
I have a choice in deciding how I do my work	79	79%	+2	+15	+12	+7
Where appropriate, I am able to take part in decisions that affect my job	83	83%	+6	+13	+13	+10
I am clear what my duties and responsibilities are	89	89%	+10	+9	+9	+8
I am satisfied with the recognition I receive for doing a good job	77	77%	+7	+10	+12	+9
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	77	77%	-1	+17	+18	+17
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	92	92%	0	+16	+16	+14
I am satisfied with the stability and security of my job	84	84%	+9	+3	+10	+5
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	95	95%	+4	+17	+14	+13

KEY

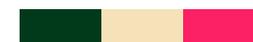


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS		63%	-2	0	+2	+3
I understand how my role contributes to achieving an outcome for the Australian public		93%	+5 	+1	+1	+1
I believe strongly in the purpose and objectives of the APS		88%	+1	+3	+4	+3

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work		16%	-8 	-7 	-13 	-12 
Slightly above capacity - lots of work to do		40%	+1	0	0	0
At capacity - about the right amount of work to do		36%	+6 	+6 	+12 	+10 
Slightly below capacity - available for more work		7%	+1	+1	+2	+2
Well below capacity - not enough work		1%	0	0	0	0

KEY

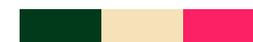


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		89%	+3	+10 	+13 	+11 
My supervisor actively ensures that everyone can be included in workplace activities		89%	-	+6 	+9 	+6 
I receive the respect I deserve from my colleagues at work		88%	+3	+6 	+7 	+6 

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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Do you currently access any of the following flexible working arrangements?
[Multiple Response]

Part time		15%	-1	+1	+4	+3
Flexible hours of work		35%	+3	+9 	+9 	+8 
Compressed work week		2%	+1	-1	0	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		80%	-1	+25 	+16 	+13 
None of the above		6%	-5 	-21 	-17 	-14 

KEY

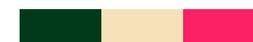


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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.

YOUR ENABLING INNOVATION INDEX SCORE		69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	87	11	87%	-2	+5 ⬆️	+5 ⬆️	+3
	My immediate supervisor encourages me to come up with new or better ways of doing things	80	15	80%	0	+7 ⬆️	+8 ⬆️	+6 ⬆️
	People are recognised for coming up with new and innovative ways of working	67	24	67%	+1	+7 ⬆️	+10 ⬆️	+9 ⬆️
	My agency inspires me to come up with new or better ways of doing things	62	28	62%	+11 ⬆️	+10 ⬆️	+8 ⬆️	+9 ⬆️
	My agency recognises and supports the notion that failure is a part of innovation	45	40	45%	+6 ⬆️	+6 ⬆️	+6 ⬆️	+6 ⬆️

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		80	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	85	11	85%	+3	+21 ↑	+21 ↑	+21 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	85	11	85%	+3	+21 ↑	+22 ↑	+20 ↑
	My agency does a good job of promoting health and wellbeing	86	11	86%	+5 ↑	+22 ↑	+23 ↑	+23 ↑
	I think my agency cares about my health and wellbeing	82	13	82%	+6 ↑	+21 ↑	+18 ↑	+18 ↑
	I believe my immediate supervisor cares about my health and wellbeing	94		94%	+3	+8 ↑	+10 ↑	+8 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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How often do you find your work stressful?

Always		2%	-2	-3	-3	-3
Often		19%	-8 ↓	-7 ↓	-9 ↓	-7 ↓
Sometimes		52%	+3	+2	+3	+2
Rarely		25%	+6 ↑	+7 ↑	+8 ↑	+7 ↑
Never		3%	+1	+1	+1	+1

To what extent is your work emotionally demanding?

To a very large extent		4%	-4	-3	-5 ↓	-4
To a large extent		15%	-3	-5 ↓	-6 ↓	-5 ↓
Somewhat		37%	-3	-2	0	-1
To a small extent		33%	+8 ↑	+9 ↑	+8 ↑	+8 ↑
To a very small extent		12%	+2	+2	+3	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel burned out by my work						
Strongly agree		4%	-3	-4	-6 ↓	-5 ↓
Agree		18%	-3	-6 ↓	-7 ↓	-6 ↓
Neither agree nor disagree		32%	0	0	0	+2
Disagree		36%	+5 ↑	+7 ↑	+9 ↑	+7 ↑
Strongly disagree		10%	+1	+3	+3	+3
In general, would you say that your health is:						
Excellent		12%	-1	+2	+2	+2
Very good		38%	+1	+4	+2	+3
Good		34%	-3	-3	-3	-3
Fair		14%	+4	-1	0	0
Poor		2%	-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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		31%	+3	+4	0	+2
Very good		57%	+4	+2	+4	+2
Average		11%	-4	-4	-2	-3
Below average		1%	-2	-1	-1	-1
Well below average		0%	0	0	0	0

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

Excellent		17%	+1	+1	-1	0
Very good		62%	+8 	+8 	+11 	+7 
Average		17%	-7 	-6 	-7 	-5 
Below average		3%	-2	-1	-2	-1
Well below average		0%	-1	-1	-2	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	85	85%	+2	+6	+6	+4
My workgroup has the tools and resources we need to perform well	73	73%	+4	+11	+15	+15
The people in my workgroup use time and resources efficiently	83	83%	+3	+5	+5	+4
My workgroup can readily adapt to new priorities and tasks	90	90%	+2	+5	+6	+5
The people in my workgroup cooperate to get the job done	91	91%	+3	+3	+3	+2

KEY

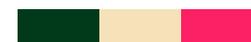


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



RETENTION



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

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		6%	-2	-3	-4	-3
I want to leave my position within the next 12 months		22%	+2	-1	-3	-1
I want to stay working in my position for the next one to two years		43%	+1	+6	+7	+4
I want to stay working in my position for at least the next three years		29%	-1	-2	+1	0
What best describes your plans involved with leaving your current position?						
I am planning to retire		5%	+4	0	+1	+1
I am pursuing another position within my agency		31%	+12	-9	+10	+7
I am pursuing a position in another agency		33%	-12	+8	-5	-4
I am pursuing work outside the APS		11%	-4	-2	-5	-6
It is the end of my non-ongoing, casual or contracted employment		9%	+4	+5	-2	+2
Other		11%	-3	-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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	21%	-	-	-	-
I am looking to further my skills in another area	15%	-	-	-	-
There is a lack of future career opportunities in my agency	10%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	9%	-	-	-	-
I can receive a higher salary elsewhere	9%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO HAD PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

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

DISCRIMINATION	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		7%	0	-3	-2	-2
No		93%	0	+3	+2	+2
Did this discrimination occur in your current agency?						
Yes		78%	-8 ↓	-13 ↓	-8 ↓	-10 ↓
No		22%	+8 ↑	+13 ↑	+8 ↑	+10 ↑
Basis for the discrimination that you experienced (3 highest responses):						
Gender		30%	-	-	-	-
Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)		24%	-	-	-	-
Other		18%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



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

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

HARASSMENT AND BULLYING

RESPONSE SCALE

%

VARIANCE FROM 2021

VARIANCE FROM APS OVERALL

VARIANCE FROM SMALLER OPERATIONAL AGENCIES

VARIANCE FROM MEDIUM SIZED AGENCIES

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

Yes		4%	-2	-5 ↓	-5 ↓	-4
No		91%	+5 ↑	+6 ↑	+6 ↑	+5 ↑
Not sure		5%	-3	0	-1	0

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		52%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		48%	-	-	-	-
Deliberate exclusion from work-related activities		30%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		39%	+9 ↑	+6 ↑	+4	+7 ↑
It was reported by someone else		4%	-6 ↓	-3	0	-3
I did not report the behaviour		57%	-3	-3	-4	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



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

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

CORRUPTION	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		2%	-1	-1	-1	0
No		92%	+1	+1	+2	+1
Not sure		3%	-1	-1	-1	0
Would prefer not to answer		2%	+1	0	0	0
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		69%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		38%	-	-	-	-
Fraud, forgery or embezzlement		8%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		18%	-5↓	-2	0	0
It was reported by someone else		9%	+9↑	-7↓	-7↓	-5↓
I did not report the behaviour		73%	-4	+8↑	+6↑	+5↑
KEY			AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR		

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
How do you describe your gender?						
Man or male		40%	0	+2	+6	+2
Woman or female		57%	0	-2	-5	-2
Non-binary		0%	0	0	0	0
I use a different term		0%	0	0	0	0
Prefer not to say		3%	-1	0	-1	-1
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		1%	-1	-2	-2	-1
No		99%	+1	+2	+2	+1
Do you have an ongoing disability?						
Yes		7%	-1	-2	0	-1
No		93%	+1	+2	0	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you have carer responsibilities?						
Yes		44%	-3	+3	+6	+4
No		56%	+3	-3	-6	-4
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		7%	0	-1	-2	-2
No		93%	0	+1	+2	+2
In which country were you born?						
Australia		79%	+1	+3	+3	+4
Other country		21%	-1	-3	-3	-4
Do you speak a language other than English at home?						
No, English only		83%	-3	+3	+2	+2
Yes, other		17%	+3	-3	-2	-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.