



Highlights Report COMCARE



CONTENT

	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and Change	6
Workplace Conditions	7
Inclusion	9
Enabling Innovation	10
Wellbeing Policies and Support	11
Wellbeing	12
Performance	14
Retention	16
Unacceptable Behaviour	18
Demographics	21
Agency Position	22
Suggested Questions to Focus On	24
Agency Specific Questions	25
Time to Take Action	27
Guide to this Report	28

RESPONSES:

571 of 645

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.



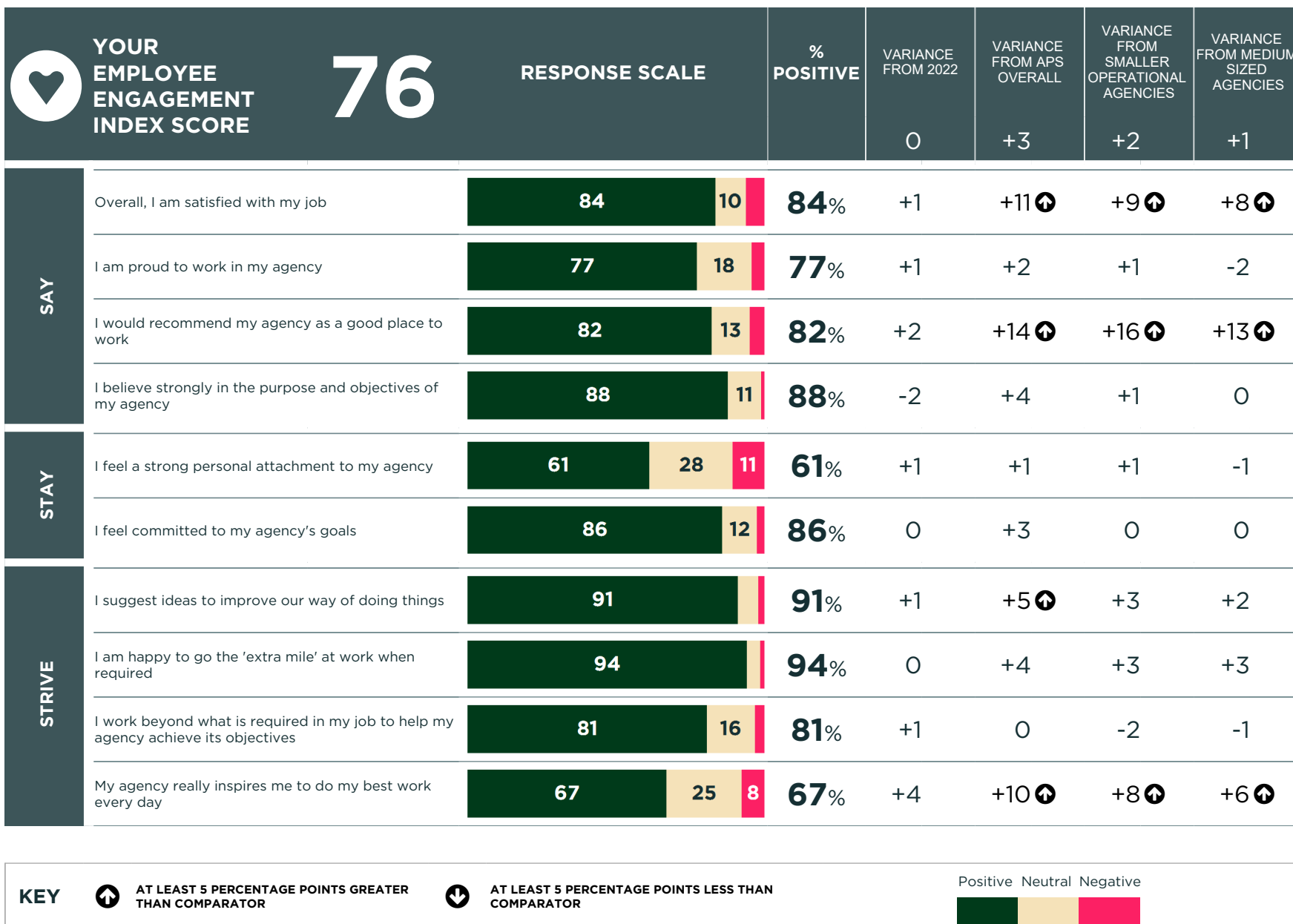
Generally a difference of ± 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

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.



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		80	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	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	85	10	85%	-2	+6 ⬆	+6 ⬆	+6 ⬆
	My supervisor can deliver difficult advice whilst maintaining relationships	84	11	84%	-2	+5 ⬆	+5 ⬆	+5 ⬆
	My supervisor invites a range of views, including those different to their own	87	8	87%	-3	+6 ⬆	+5 ⬆	+4
	My supervisor encourages my team to regularly review and improve our work	85	11	85%	-4	+4	+4	+4
	My supervisor is invested in my development	81	13	81%	-3	+5 ⬆	+5 ⬆	+4
	My supervisor ensures that my workgroup delivers on what we are responsible for	91		91%	-2	+4	+4	+3
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	81	11 8	81%	-5 ⬇	+4	+4	+4
	My immediate supervisor encourages me	81	14	81%	-1	+6 ⬆	+4	+4
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		70	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
						-5 ↓	+1	+2	0
SES Manager	My SES manager clearly articulates the direction and priorities for our area	73	18	9	73%	-7 ↓	+5 ↑	+6 ↑	+4
	My SES manager presents convincing arguments and persuades others towards an outcome	62	28	9	62%	-11 ↓	+1	+2	-1
	My SES manager promotes cooperation within and between agencies	69	24	7	69%	-7 ↓	+3	+5 ↑	+1
	My SES manager encourages innovation and creativity	67	26	7	67%	-10 ↓	+2	+4	+1
	My SES manager creates an environment that enables us to deliver our best	66	22	11	66%	-9 ↓	+3	+3	+1
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	78	17		78%	-6 ↓	+5 ↑	+4	+2
Other similar questions									
	In my agency, the SES work as a team	57	31	12	57%	-6 ↓	+4	+2	+4
	In my agency, the SES clearly articulate the direction and priorities for our agency	70	18	11	70%	-4	+8 ↑	+6 ↑	+7 ↑
	In my agency, communication between SES and other employees is effective	63	24	13	63%	-6 ↓	+10 ↑	+10 ↑	+11 ↑
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	74	19		74%	-	+8 ↑	+8 ↑	+6 ↑
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	73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				-3	+4	+5	+4

Communication	My supervisor communicates effectively	86	7	86%	-3	+5	+5	+5
	My SES manager communicates effectively	74	15	74%	-9	+6	+7	+5
	Internal communication within my agency is effective	66	22	66%	-5	+10	+11	+9

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	81	10	8	81%	+1	+14	+12	+12
	Staff are consulted about change at work	63	29	8	63%	-4	+14	+14	+14
	Change is managed well in my agency	54	29	18	54%	-1	+11	+11	+11

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills	86 8	86%	-1	+8 ⬆	+5 ⬆	+4
I have a choice in deciding how I do my work	76 21	76%	-3	+12 ⬆	+9 ⬆	+4
Where appropriate, I am able to take part in decisions that affect my job	81 13	81%	-2	+12 ⬆	+10 ⬆	+8 ⬆
I am clear what my duties and responsibilities are	87 11	87%	-2	+8 ⬆	+9 ⬆	+8 ⬆
I am satisfied with the recognition I receive for doing a good job	76 14 11	76%	-2	+9 ⬆	+8 ⬆	+6 ⬆
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	72 14 15	72%	-6 ⬇	+20 ⬆	+18 ⬆	+16 ⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	90	90%	-2	+16 ⬆	+14 ⬆	+13 ⬆
I am satisfied with the stability and security of my job	84 8 7	84%	+1	+3	+9 ⬆	+4
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	93	93%	-2	+15 ⬆	+12 ⬆	+11 ⬆

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS	62 29 9	62%	-1	0	-1	+2
I understand how my role contributes to achieving an outcome for the Australian public	94	94%	0	+2	+1	+1
I believe strongly in the purpose and objectives of the APS	85 13	85%	-3	+1	0	0

	RESPONSE SCALE	%	VARIANCE FROM 2022	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		19%	+2	-5⬇️	-5⬇️	-6⬇️
Slightly above capacity - lots of work to do		40%	0	0	-3	-1
At capacity - about the right amount of work to do		34%	-1	+5⬆️	+7⬆️	+6⬆️
Slightly below capacity - available for more work		6%	-1	+1	+1	+1
Well below capacity - not enough work		1%	0	-1	-1	-1

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	8610	86%	-3	+6↑	+6↑	+7↑
My supervisor actively ensures that everyone can be included in workplace activities	888	88%	-1	+5↑	+5↑	+4
I receive the respect I deserve from my colleagues at work	8710	87%	-1	+5↑	+5↑	+5↑

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		13%	-2	-1	0	0
Flexible hours of work		36%	0	+8↑	+7↑	+6↑
Compressed work week		4%	+1	0	0	0
Job sharing		0%	0	0	0	0
Working away from the office/working from home		81%	+1	+24↑	+17↑	+16↑
None of the above		7%	+1	-18↓	-13↓	-12↓

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		68	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
					-1	+3	+3	+2	
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	83	13	83%	-4	+4	+3	+1	
	My immediate supervisor encourages me to come up with new or better ways of doing things	77	19	77%	-3	+5⬆	+4	+3	
	People are recognised for coming up with new and innovative ways of working	64	26	11	64%	-3	+6⬆	+8⬆	+5⬆
	My agency inspires me to come up with new or better ways of doing things	57	32	11	57%	-5⬇	+8⬆	+6⬆	+5⬆
	My agency recognises and supports the notion that failure is a part of innovation	42	39	18	42%	-3	+3	+3	+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**

78

RESPONSE SCALE

**%
POSITIVE**

VARIANCE
FROM 2022

VARIANCE
FROM APS
OVERALL

VARIANCE
FROM
SMALLER
OPERATIONAL
AGENCIES

VARIANCE
FROM MEDIUM
SIZED
AGENCIES

-2

+10

+8

+9

Wellbeing policies and support

I am satisfied with the policies/practices in place to help me manage my health and wellbeing

82

13

82%

-4

+18

+16

+17

My agency does a good job of communicating what it can offer me in terms of health and wellbeing

80

14

80%

-5

+18

+15

+17

My agency does a good job of promoting health and wellbeing

83

12

83%

-3

+20

+17

+19

I think my agency cares about my health and wellbeing

78

15

78%

-5

+17

+12

+13

I believe my immediate supervisor cares about my health and wellbeing

91

91%

-3

+6

+4

+4

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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How often do you find your work stressful?

Always	<div></div>	3%	+1	-2	-2	-2
Often	<div></div>	21%	+2	-5↓	-5↓	-4
Sometimes	<div></div>	51%	-1	+2	+1	+1
Rarely	<div></div>	24%	0	+6↑	+6↑	+5↑
Never	<div></div>	2%	-1	0	0	0

To what extent is your work emotionally demanding?

To a very large extent	<div></div>	5%	+1	-3	-2	-2
To a large extent	<div></div>	19%	+3	-2	-3	-2
Somewhat	<div></div>	38%	+2	0	+1	+1
To a small extent	<div></div>	27%	-5↓	+4	+3	+2
To a very small extent	<div></div>	11%	-1	+2	+1	+1

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel burned out by my work						
Strongly agree	<div></div>	6%	+3	-2	-2	-2
Agree	<div></div>	19%	+1	-5 	-5 	-4
Neither agree nor disagree	<div></div>	31%	-1	0	+1	+1
Disagree	<div></div>	33%	-3	+4	+3	+1
Strongly disagree	<div></div>	11%	+1	+4	+3	+3

In general, would you say that your health is:

Excellent	<div></div>	10%	-2	0	0	0
Very good	<div></div>	36%	-1	+3	+2	+2
Good	<div></div>	38%	+3	-1	-1	0
Fair	<div></div>	13%	-1	-2	-1	-1
Poor	<div></div>	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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent	<div></div>	29%	-3	+1	0	-1
Very good	<div></div>	61%	+3	+6 	+4	+6 
Average	<div></div>	10%	-1	-5 	-3	-3
Below average	<div></div>	1%	0	-1	-1	-1
Well below average		0%	0	-1	0	-1

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

Excellent	<div></div>	15%	-2	-1	-1	-2
Very good	<div></div>	61%	-2	+7 	+6 	+5 
Average	<div></div>	22%	+5 	-2	-1	0
Below average	<div></div>	1%	-1	-2	-2	-2
Well below average		0%	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 2022	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	86 8	86%	+1	+8 ↑	+6 ↑	+6 ↑
My workgroup has the tools and resources we need to perform well	72 15 13	72%	-1	+13 ↑	+12 ↑	+14 ↑
The people in my workgroup use time and resources efficiently	83 12	83%	0	+7 ↑	+5 ↑	+5 ↑
My workgroup can readily adapt to new priorities and tasks	91	91%	+1	+8 ↑	+6 ↑	+7 ↑
The people in my workgroup cooperate to get the job done	92	92%	0	+4	+2	+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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM 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>	6%	0	-4	-3	-3
I want to leave my position within the next 12 months	<div></div>	21%	-1	-3	-3	-2
I want to stay working in my position for the next one to two years	<div></div>	43%	0	+6 ↑	+6 ↑	+2
I want to stay working in my position for at least the next three years	<div></div>	31%	+2	+2	+1	+3

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

I am planning to retire	<div></div>	2%	-3	-3	-2	-2
I am pursuing another position within my agency	<div></div>	34%	+3	-7 ↓	+8 ↑	+7 ↑
I am pursuing a position in another agency	<div></div>	36%	+3	+8 ↑	-3	-2
I am pursuing work outside the APS	<div></div>	11%	0	0	-2	-3
It is the end of my non-ongoing, casual or contracted employment	<div></div>	5%	-3	+2	-1	0
Other	<div></div>	12%	+1	0	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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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What is the primary reason behind your desire to leave your current position? (5 highest responses):

I wish to pursue a promotion opportunity	<div></div>	23%	-	-	-	-
I am looking to further my skills in another area	<div></div>	17%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	<div></div>	10%	-	-	-	-
I have achieved all I can in my current position	<div></div>	8%	-	-	-	-
Senior leadership is of a poor quality	<div></div>	7%	-	-	-	-

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 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	<div></div>	8%	+1	-3	-1	-1
No	<div></div>	92%	-1	+3	+1	+1

Did this discrimination occur in your current agency?

Yes	<div></div>	93%	+15 ↑	+1	+5 ↑	+5 ↑
No	<div></div>	7%	-15 ↓	-1	-5 ↓	-5 ↓

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

Gender	<div></div>	29%	-	-	-	-
Race	<div></div>	24%	-	-	-	-
Caring responsibilities	<div></div>	24%	-	-	-	-

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 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	<div></div>	7%	+3	-3	-3	-2
No	<div></div>	89%	-2	+4	+4	+3
Not sure	<div></div>	4%	-1	-1	-1	-1

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	41%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	36%	-	-	-	-
Deliberate exclusion from work-related activities	<div></div>	28%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	30%	-9⬇️	-5⬇️	-9⬇️	-5⬇️
It was reported by someone else	<div></div>	5%	+1	-3	-3	-4
I did not report the behaviour	<div></div>	65%	+8⬆️	+8⬆️	+12⬆️	+9⬆️

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 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	<div></div>	4%	+2	+1	0	+1
No	<div></div>	90%	-2	-1	+1	0
Not sure	<div></div>	4%	+1	0	0	0
Would prefer not to answer	<div></div>	2%	0	0	-1	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	<div></div>	74%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest	<div></div>	35%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	<div></div>	13%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	9%	-9↓	-12↓	-10↓	-10↓
It was reported by someone else	<div></div>	4%	-5↓	-12↓	-14↓	-12↓
I did not report the behaviour	<div></div>	87%	+14↑	+23↑	+24↑	+23↑
<div> <div>KEY</div> <div> AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR </div> <div> AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR </div> </div>						

DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	40%
Woman or female	57%
Non-binary	0%
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	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	10%
No	90%

Do you have carer responsibilities?	Responses
Yes	44%
No	56%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Responses
Yes	9%
No	91%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	72%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	0%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	13%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	6%
South-East Asian	7%
North-East Asian	2%
Southern and Central Asian	4%
North American	0%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	8%
No	81%
Not sure	11%

AGENCY POSITION



AGENCY POSITION

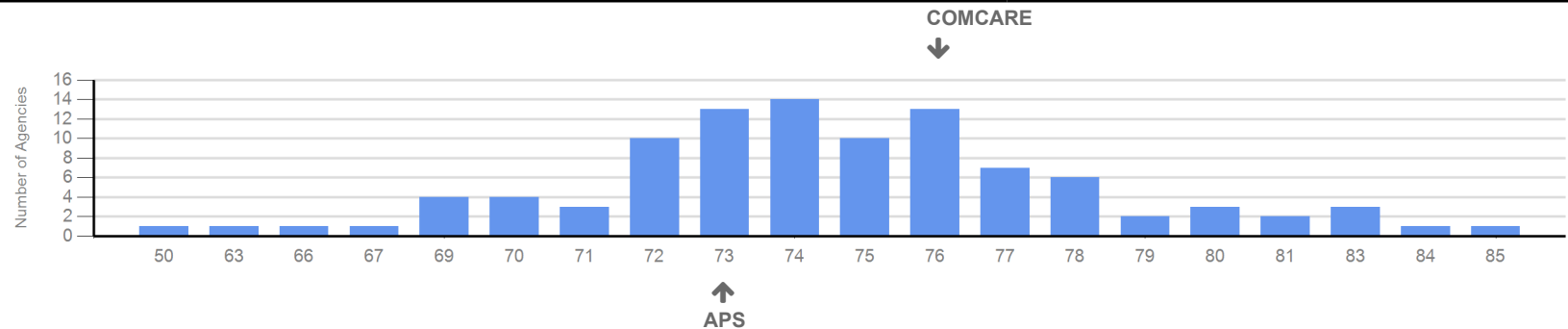
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

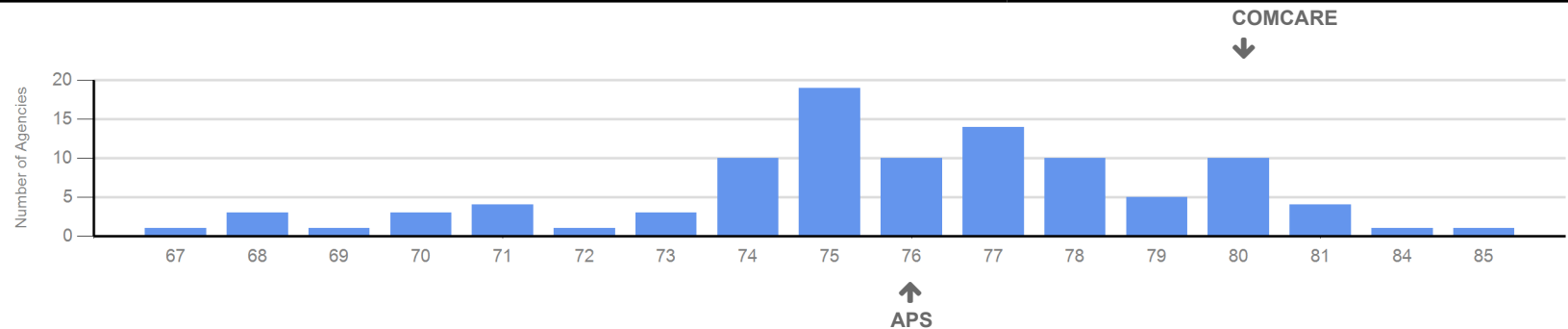
Employee Engagement Index

Ranking : 34th of 100



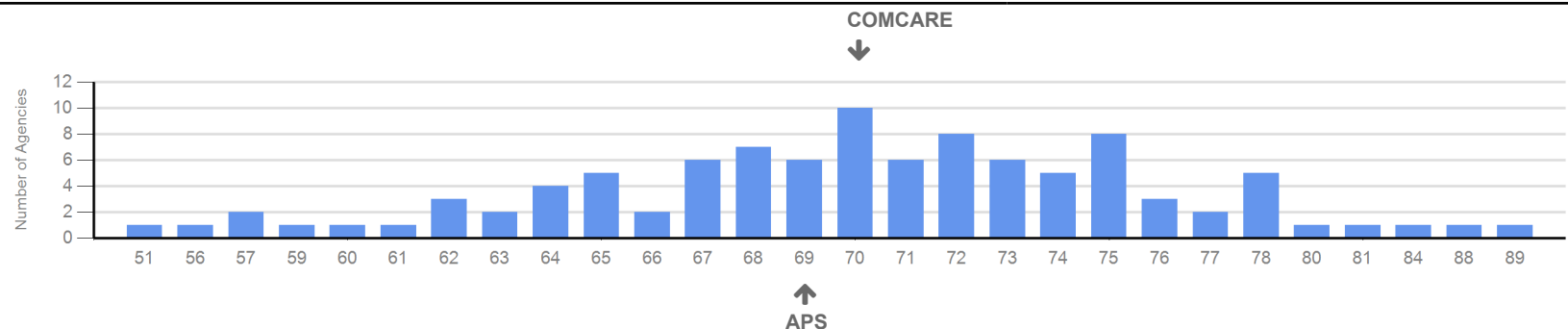
Leadership – Immediate Supervisor Index

Ranking : 10th of 100



Leadership – SES Manager Index

Ranking : 53rd of 100



AGENCY POSITION



AGENCY POSITION

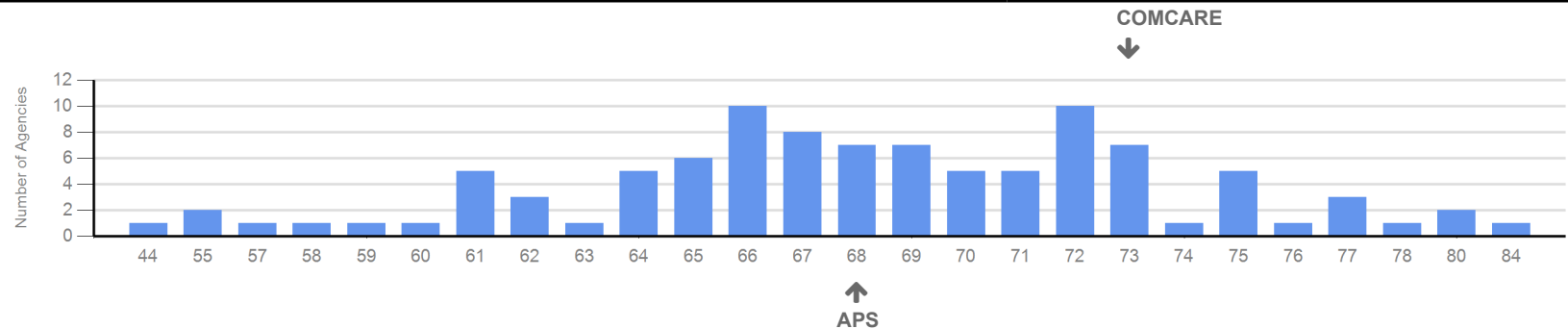
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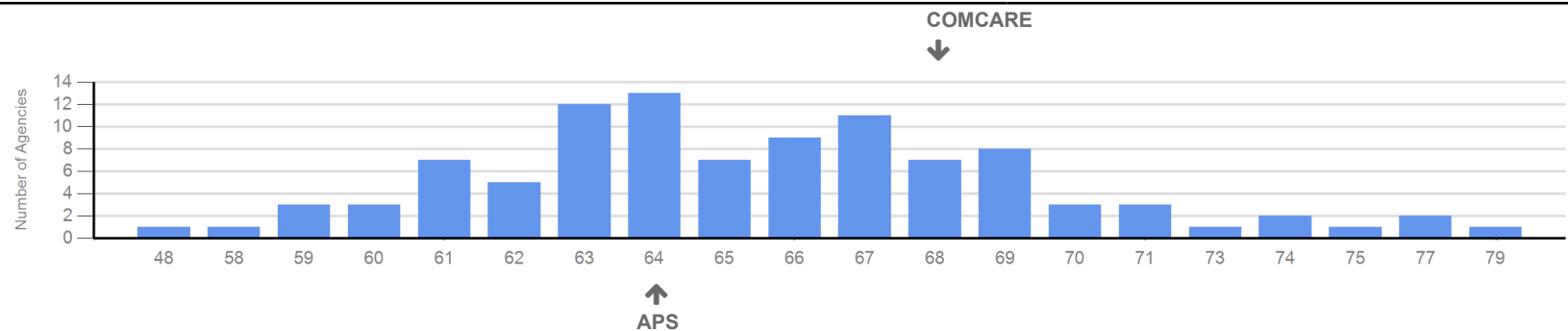
Communication Index

Ranking : 21st of 100



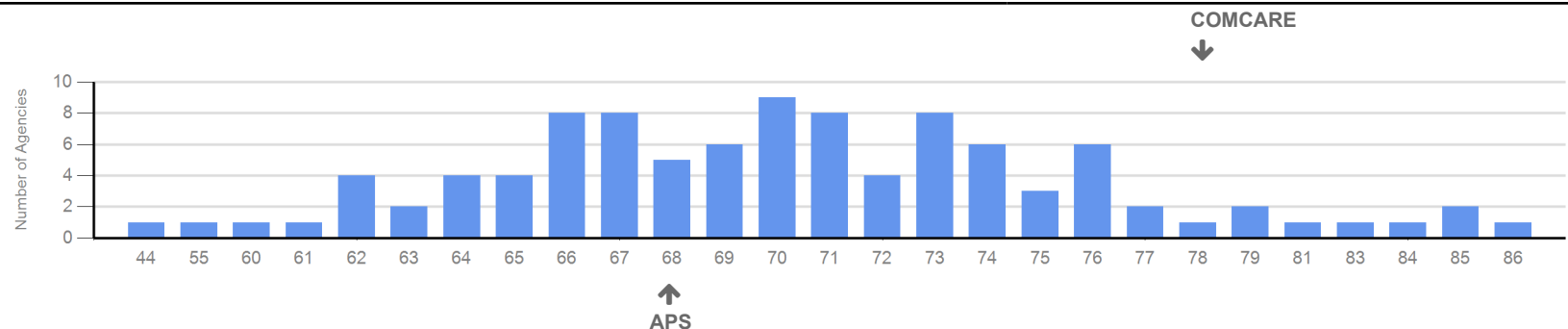
Enabling Innovation Index

Ranking : 28th of 100



Wellbeing Policies and Support Index

Ranking : 9th 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 SMALLER
OPERATIONAL
AGENCIES

VARIANCE
FROM MEDIUM
SIZED
AGENCIES

.1

I am satisfied with the recognition I receive for doing a good job

76%

-2

+9↑

+8↑

+6↑

.2

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

57%

-5↓

+8↑

+6↑

+5↑

.3

My agency supports and actively promotes an inclusive workplace culture

86%

-3

+6↑

+6↑

+7↑

.4

My SES manager creates an environment that enables us to deliver our best

66%

-9↓

+3

+3

+1

.5

I think my agency cares about my health and wellbeing

78%

-5↓

+17↑

+12↑

+13↑

.6

My supervisor engages with staff on how to respond to future challenges

85%

-2

+6↑

+6↑

+6↑

COMCARE SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
I am empowered to manage risks relating to my duties	72 19 10	72%	-
When things go wrong, my agency uses this as an opportunity to learn i.e. lessons learnt	65 23 12	65%	-1
I am well informed about what is happening across all areas of Comcare	56 26 18	56%	-3
Collaboration across Comcare is effective between different groups	46 32 23	46%	-6 ⬇️
Collaboration is effective in my group	78 15 8	78%	-2
Collaboration is effective in my team	90 7 1	90%	-2
I am aware of the support and services available to me through work to encourage my wellbeing, such as access to the Employee Assistance Program (EAP), New Access and Comcare wellbeing and early intervention initiatives	91 7 1	91%	-2
Comcare supports flexible work	93 7 1	93%	-2
I feel confident discussing my work issues (i.e. content of the work, workload, preferences, approach etc) with other team members	88 8 2	88%	-1
I feel confident resolving my work issues (i.e. content of the work, workload, preferences, approach, etc.) with my manager	87 8 2	87%	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMCARE SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
The people I work with are committed to workplace health and safety	92	92%	-
My colleagues act in accordance with Comcare's Values and Behaviours	92	92%	-
Senior leaders (i.e. Directors and SES) in Comcare act in accordance with Comcare's Values and Behaviours	83 12	83%	-
The reasons and objectives for change in my agency are visible and explained	68 24 8	68%	-
I have access to information, supports and tools to support me during change in my work area	75 20	75%	-

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.

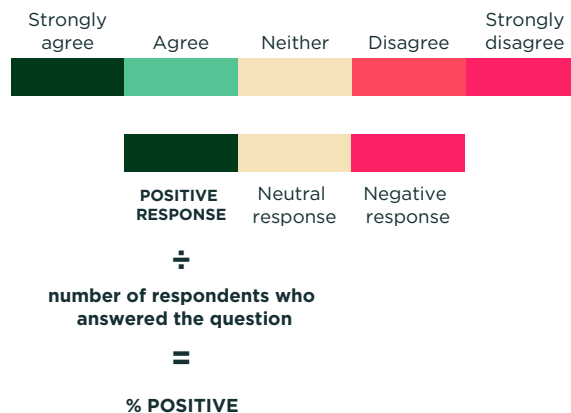
PRIORITISE 3 AREAS TO TAKE FORWARD

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

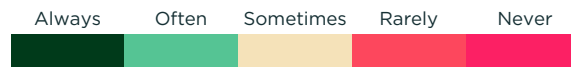
GUIDE TO THIS REPORT

% 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.