



Highlights Report IGIS



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RESPONSES:
40 of 43
RESPONSE RATE:
93%

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		72	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
						-2	-1	-3	-4
SAY	Overall, I am satisfied with my job	70	13	18	70%	-4	-3	-6⬇️	-4
	I am proud to work in my agency	78	20		78%	-7⬇️	+2	-5⬇️	-4
	I would recommend my agency as a good place to work	63	15	23	63%	-19⬇️	-6⬇️	-10⬇️	-10⬇️
	I believe strongly in the purpose and objectives of my agency	95			95%	0	+11⬆️	+6⬆️	+6⬆️
STAY	I feel a strong personal attachment to my agency	45	28	28	45%	-9⬇️	-15⬇️	-20⬇️	-19⬇️
	I feel committed to my agency's goals	80	15		80%	-7⬇️	-3	-6⬇️	-7⬇️
STRIVE	I suggest ideas to improve our way of doing things	93			93%	-2	+6⬆️	+3	-1
	I am happy to go the 'extra mile' at work when required	85	13		85%	-7⬇️	-5⬇️	-7⬇️	-7⬇️
	I work beyond what is required in my job to help my agency achieve its objectives	73	23		73%	-10⬇️	-8⬇️	-8⬇️	-7⬇️
	My agency really inspires me to do my best work every day	50	33	18	50%	-6⬇️	-7⬇️	-11⬇️	-12⬇️

KEY

⬆️

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

⬇️

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive

Neutral

Negative

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	77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				+1	+1	0	0

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	73	23	73%	+1	-6⬇️	-6⬇️	-7⬇️
	My supervisor can deliver difficult advice whilst maintaining relationships	75	18	75%	+1	-3	-3	-1
	My supervisor invites a range of views, including those different to their own	88	8	88%	-5⬇️	+6⬆️	+5⬆️	+6⬆️
	My supervisor encourages my team to regularly review and improve our work	80	15	80%	-7⬇️	-1	0	+1
	My supervisor is invested in my development	78	15	78%	+3	+2	+2	+1
	My supervisor ensures that my workgroup delivers on what we are responsible for	88	8	88%	+8⬆️	+1	0	+1

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	63	25	63%	-2	-15⬇️	-14⬇️	-12⬇️
	My immediate supervisor encourages me	83	13	83%	+8⬆️	+7⬆️	+6⬆️	+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		70			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
							+4	+2	-1	-1
SES Manager	My SES manager clearly articulates the direction and priorities for our area	<div><div>60</div><div>23</div><div>18</div></div>			60%	+5⬆	-8⬇	-10⬇	-9⬇	
	My SES manager presents convincing arguments and persuades others towards an outcome	<div><div>65</div><div>18</div><div>18</div></div>			65%	-1	+3	-1	-5⬇	
	My SES manager promotes cooperation within and between agencies	<div><div>83</div><div>10</div><div>8</div></div>			83%	+11⬆	+16⬆	+11⬆	+6⬆	
	My SES manager encourages innovation and creativity	<div><div>68</div><div>15</div><div>18</div></div>			68%	+23⬆	+3	0	-2	
	My SES manager creates an environment that enables us to deliver our best	<div><div>65</div><div>18</div><div>18</div></div>			65%	+12⬆	+2	-2	-2	
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	<div><div>78</div><div>13</div><div>10</div></div>			78%	+20⬆	+4	0	-2	
Other similar questions										
	In my agency, the SES work as a team	<div><div>38</div><div>25</div><div>38</div></div>			38%	-13⬇	-16⬇	-16⬇	-21⬇	
	In my agency, the SES clearly articulate the direction and priorities for our agency	<div><div>50</div><div>23</div><div>28</div></div>			50%	+9⬆	-13⬇	-12⬇	-16⬇	
	In my agency, communication between SES and other employees is effective	<div><div>55</div><div>15</div><div>30</div></div>			55%	+21⬆	+2	+2	-3	
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	<div><div>65</div><div>23</div><div>13</div></div>			65%	-	-1	-5⬇	-7⬇	
KEY		⬆ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR			⬇ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR			Positive Neutral Negative		
								<div><div></div><div></div><div></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	66	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
				+3	-2	-3	-2

Communication	My supervisor communicates effectively	75	15	10	75%	+3	-5 ⬇	-6 ⬇	-3
	My SES manager communicates effectively	65	20	15	65%	+12 ⬆	-4	-7 ⬇	-5 ⬇
	Internal communication within my agency is effective	53	15	33	53%	+11 ⬆	-4	-5 ⬇	-4

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	58	18	25	58%	-14 ⬇	-10 ⬇	-13 ⬇	-14 ⬇
	Staff are consulted about change at work	38	40	23	38%	-11 ⬇	-12 ⬇	-11 ⬇	-13 ⬇
	Change is managed well in my agency	20	40	40	20%	-8 ⬇	-23 ⬇	-21 ⬇	-28 ⬇

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	70 10 20	70%	-7⬇️	-8⬇️	-12⬇️	-11⬇️
I have a choice in deciding how I do my work	70 23 8	70%	-12⬇️	+6⬆️	-5⬇️	-3
Where appropriate, I am able to take part in decisions that affect my job	70 18 13	70%	-2	+1	-3	-6⬇️
I am clear what my duties and responsibilities are	85 8 8	85%	+11⬆️	+6⬆️	+5⬆️	+5⬆️
I am satisfied with the recognition I receive for doing a good job	55 20 25	55%	-19⬇️	-11⬇️	-15⬇️	-17⬇️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	50 23 28	50%	-19⬇️	-1	-4	-12⬇️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	60 23 18	60%	-14⬇️	-14⬇️	-20⬇️	-16⬇️
I am satisfied with the stability and security of my job	98	98%	0	+16⬆️	+18⬆️	+16⬆️
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	83 10 8	83%	-7⬇️	+4	-3	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	55 38 8	55%	-9⬇️	-7⬇️	-2	+1
I understand how my role contributes to achieving an outcome for the Australian public	90 8	90%	-2	-2	-3	-2
I believe strongly in the purpose and objectives of the APS	88 13	88%	0	+3	+3	+5⬆️

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

Well above capacity - too much work		20%	+2	-4	-2	-2
Slightly above capacity - lots of work to do		35%	-3	-5⬇️	-6⬇️	-8⬇️
At capacity - about the right amount of work to do		30%	-6⬇️	0	0	+3
Slightly below capacity - available for more work		10%	+7⬆️	+5⬆️	+4	+4
Well below capacity - not enough work		5%	0	+4	+4	+4

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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	83 15	83%	+11↑	+3	+2	+3
My supervisor actively ensures that everyone can be included in workplace activities	83 13	83%	-2	-1	-1	-1
I receive the respect I deserve from my colleagues at work	73 15 13	73%	-20↓	-9↓	-10↓	-8↓

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		11%	-6↓	-3	-4	-8↓
Flexible hours of work		24%	+10↑	-4	-11↓	-6↓
Compressed work week		5%	-3	+2	+2	+1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		29%	+18↑	-28↓	-41↓	-34↓
None of the above		53%	-6↓	+27↑	+35↑	+33↑

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	62	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
					-4	-3	-4	-5 ↓
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85	8 8	85%	-10 ↓	+5 ↑	+2	0
	My immediate supervisor encourages me to come up with new or better ways of doing things	80	13 8	80%	-2	+8 ↑	+5 ↑	+5 ↑
	People are recognised for coming up with new and innovative ways of working	43	35 23	43%	-1	-15 ↓	-18 ↓	-18 ↓
	My agency inspires me to come up with new or better ways of doing things	48	28 25	48%	-9 ↓	-2	-6 ↓	-8 ↓
	My agency recognises and supports the notion that failure is a part of innovation	23	43 35	23%	-3	-17 ↓	-17 ↓	-20 ↓

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**

68

RESPONSE SCALE

**%
POSITIVE**

VARIANCE
FROM 2022

VARIANCE
FROM APS
OVERALL

VARIANCE
FROM
SPECIALIST
AGENCIES

VARIANCE
FROM EXTRA
SMALL SIZED
AGENCIES

-4

0

-3

-3

Wellbeing policies and support

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

70

20

10

70%

-7 ↓

+6 ↑

+2

+2

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

50

30

20

50%

-6 ↓

-12 ↓

-16 ↓

-15 ↓

My agency does a good job of promoting health and wellbeing

50

35

15

50%

-4

-13 ↓

-16 ↓

-14 ↓

I think my agency cares about my health and wellbeing

68

20

13

68%

-17 ↓

+7 ↑

-1

-4

I believe my immediate supervisor cares about my health and wellbeing

98

98%

+3

+12 ↑

+10 ↑

+10 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WELLBEING

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

Always	<div></div>	3%	+3	-2	-1	-2
Often	<div></div>	10%	-8 ↓	-16 ↓	-13 ↓	-12 ↓
Sometimes	<div></div>	48%	+9 ↑	-1	-3	-1
Rarely	<div></div>	38%	-4	+19 ↑	+16 ↑	+15 ↑
Never	<div></div>	3%	0	+1	+1	0

To what extent is your work emotionally demanding?

To a very large extent	<div></div>	3%	+3	-5 ↓	-4	-3
To a large extent	<div></div>	13%	0	-8 ↓	-5 ↓	-3
Somewhat	<div></div>	30%	-11 ↓	-9 ↓	-9 ↓	-10 ↓
To a small extent	<div></div>	33%	+2	+9 ↑	+6 ↑	+7 ↑
To a very small extent	<div></div>	23%	+7 ↑	+13 ↑	+11 ↑	+10 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree	<div></div>	3%	0	-6 ↓	-5 ↓	-5 ↓
Agree	<div></div>	15%	+7 ↑	-9 ↓	-7 ↓	-6 ↓
Neither agree nor disagree	<div></div>	23%	-8 ↓	-9 ↓	-7 ↓	-6 ↓
Disagree	<div></div>	45%	-1	+16 ↑	+12 ↑	+13 ↑
Strongly disagree	<div></div>	15%	+2	+8 ↑	+7 ↑	+3
In general, would you say that your health is:						
Excellent	<div></div>	15%	-8 ↓	+5 ↑	+3	+2
Very good	<div></div>	38%	-1	+4	+2	+1
Good	<div></div>	40%	+12 ↑	+2	+3	+5 ↑
Fair	<div></div>	8%	0	-7 ↓	-5 ↓	-5 ↓
Poor		0%	-3	-3	-3	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent	<div></div>	23%	+7	-5	-8	-8
Very good	<div></div>	53%	-12	-2	-2	-2
Average	<div></div>	20%	+2	+5	+7	+7
Below average	<div></div>	5%	+2	+3	+3	+4
Well below average		0%	0	-1	-1	-1

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

Excellent	<div></div>	17%	+6	+1	-1	-4
Very good	<div></div>	51%	-3	-2	-4	-4
Average	<div></div>	26%	-7	+1	+4	+9
Below average	<div></div>	6%	+3	+2	+2	+2
Well below average		0%	0	-2	-2	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	78 10 13	78%	+1	-1	-3	-7 ↓
My workgroup has the tools and resources we need to perform well	45 18 38	45%	-4	-14 ↓	-14 ↓	-18 ↓
The people in my workgroup use time and resources efficiently	75 13 13	75%	-4	-1	-4	-4
My workgroup can readily adapt to new priorities and tasks	78 8 15	78%	-5 ↓	-6 ↓	-7 ↓	-8 ↓
The people in my workgroup cooperate to get the job done	80 8 13	80%	-15 ↓	-8 ↓	-10 ↓	-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 SPECIALIST AGENCIES	VARIANCE FROM EXTRA 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>	23%	+12 ⬆	+13 ⬆	+14 ⬆	+12 ⬆
I want to leave my position within the next 12 months	<div></div>	28%	-14 ⬇	+3	+5 ⬆	+5 ⬆
I want to stay working in my position for the next one to two years	<div></div>	45%	+12 ⬆	+8 ⬆	+4	+2
I want to stay working in my position for at least the next three years	<div></div>	5%	-10 ⬇	-24 ⬇	-23 ⬇	-19 ⬇

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

I am planning to retire	<div></div>	5%	0	0	+1	+1
I am pursuing another position within my agency	<div></div>	10%	-10 ⬇	-31 ⬇	-16 ⬇	+3
I am pursuing a position in another agency	<div></div>	75%	+10 ⬆	+48 ⬆	+40 ⬆	+25 ⬆
I am pursuing work outside the APS	<div></div>	0%	-10 ⬇	-11 ⬇	-17 ⬇	-21 ⬇
It is the end of my non-ongoing, casual or contracted employment	<div></div>	5%	+5 ⬆	+2	0	+1
Other	<div></div>	5%	+5 ⬆	-8 ⬇	-8 ⬇	-9 ⬇

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



EMPLOYEES WERE ALSO ASKED FOR THE PRIMARY REASON BEHIND THEIR DESIRE TO LEAVE AND COULD SELECT ONE RESPONSE FROM A LIST OF ITEMS.

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

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA 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		12%	-	-	-	-
I am looking to further my skills in another area		12%	-	-	-	-
I have achieved all I can in my current position		12%	-	-	-	-
Senior leadership is of a poor quality		12%	-	-	-	-
My immediate supervisor's leadership is of a poor quality		12%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



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

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

DISCRIMINATION

RESPONSE SCALE

%

VARIANCE FROM 2022

VARIANCE FROM APS OVERALL

VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM 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	<div></div>	10%	+7	0	+2	+2
No	<div></div>	90%	-7	0	-2	-2

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 SPECIALIST 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	<div></div>	5%	-3	-5 ↓	-3	-4
No	<div></div>	93%	0	+8 ↑	+5 ↑	+7 ↑
Not sure	<div></div>	3%	+3	-3	-2	-2

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 SPECIALIST 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	<div></div>	3%	+3	-1	0	-2
No	<div></div>	95%	-2	+4	+4	+5
Not sure	<div></div>	3%	0	-1	-1	-2
Would prefer not to answer		0%	0	-2	-2	-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	38%
Woman or female	55%
Non-binary	0%
I use a different term	0%
Prefer not to say	8%

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	5%
No	95%

Do you have carer responsibilities?	Responses
Yes	38%
No	63%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Responses
Yes	10%
No	90%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	80%
Australian Aboriginal and/or Torres Strait Islander	0%
New Zealander (excluding Maori)	0%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	23%
North-West European (excluding Anglo-European)	0%
Southern and Eastern European	5%
South-East Asian	0%
North-East Asian	0%
Southern and Central Asian	0%
North American	3%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	0%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	0%
No	90%
Not sure	10%

AGENCY POSITION



AGENCY POSITION

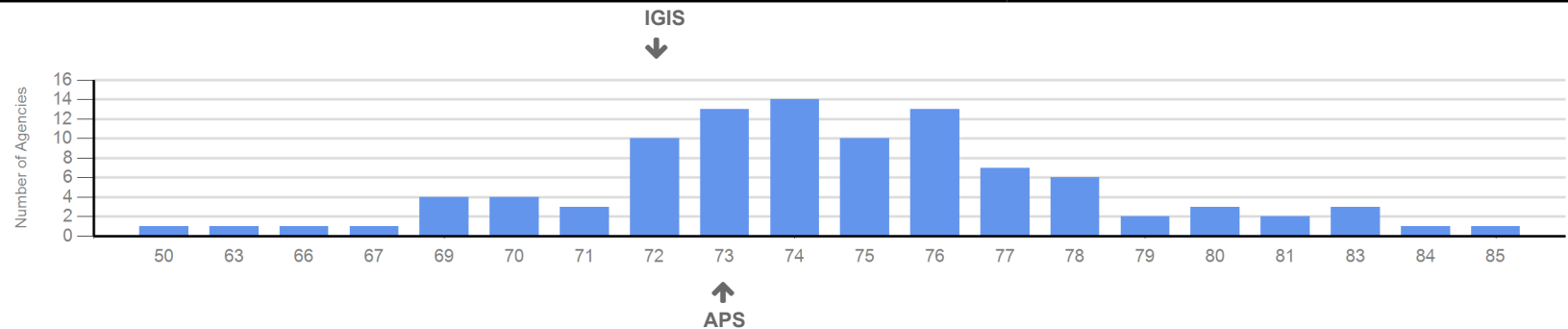
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

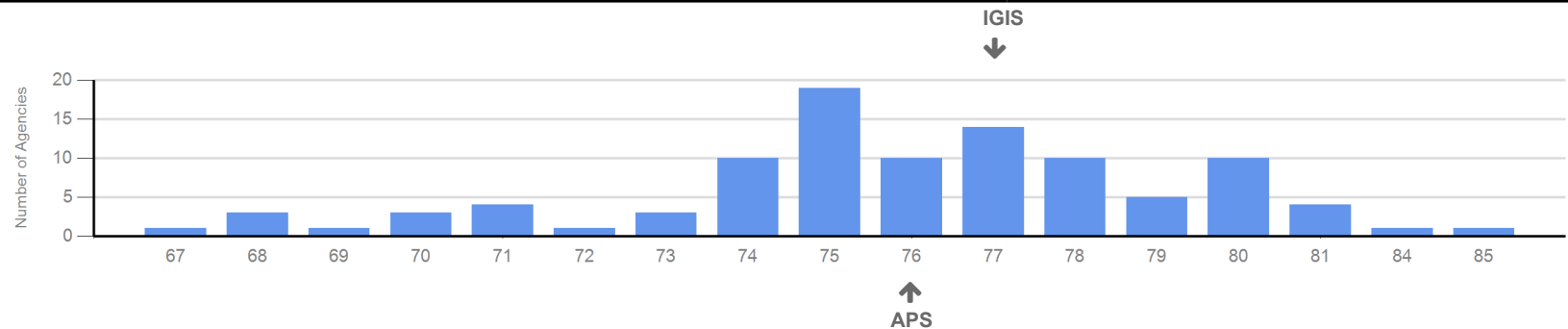
Employee Engagement Index

Ranking : 83rd of 100



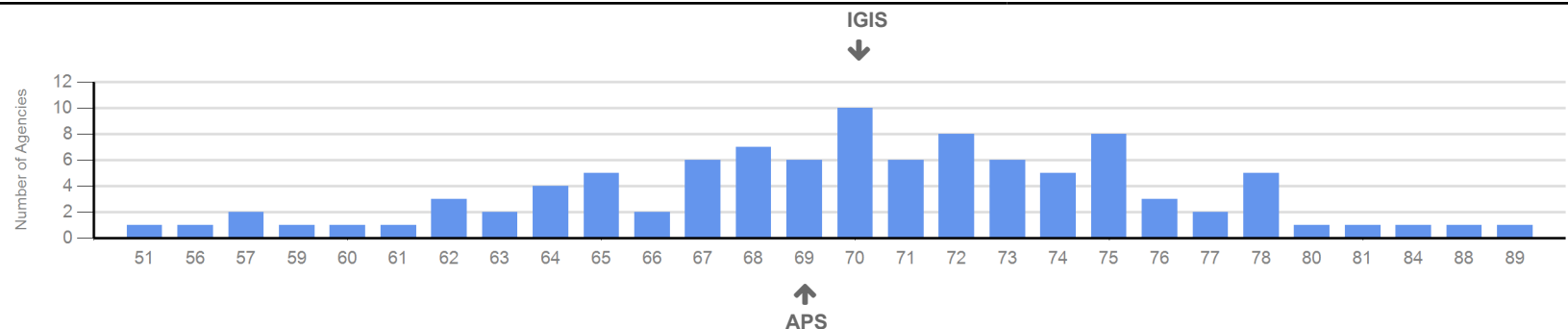
Leadership – Immediate Supervisor Index

Ranking : 45th of 100



Leadership – SES Manager Index

Ranking : 50th of 100



AGENCY POSITION



AGENCY POSITION

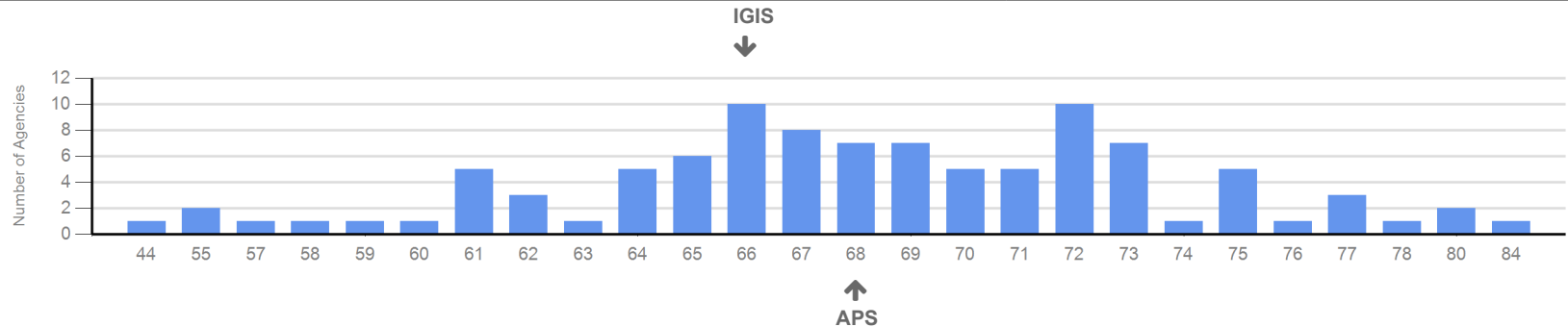
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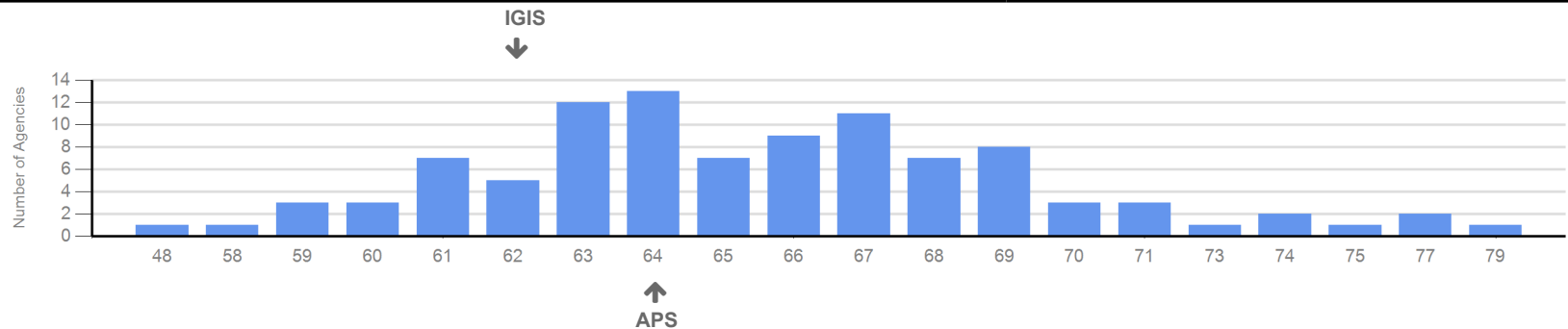
Communication Index

Ranking : 72nd of 100



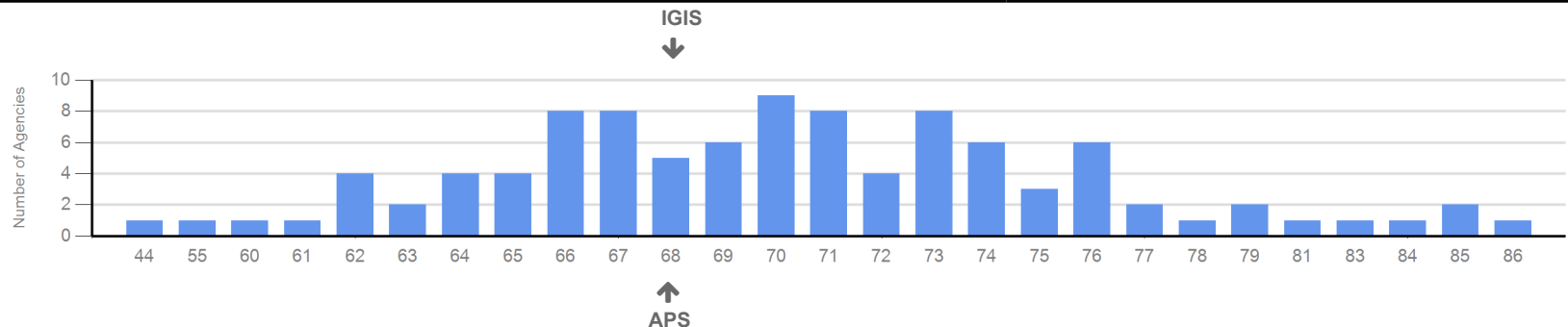
Enabling Innovation Index

Ranking : 85th of 100



Wellbeing Policies and Support Index

Ranking : 63rd of 100



SUGGESTED QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THROUGH DRIVER ANALYSIS, THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR AGENCY AND ASSOCIATED WITH EMPLOYEE ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE

VARIANCE
FROM 2022

VARIANCE
FROM APS
OVERALL

VARIANCE
FROM
SPECIALIST
AGENCIES

VARIANCE
FROM EXTRA
SMALL SIZED
AGENCIES

.1

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

48%

-9↓

-2

-6↓

-8↓

.2

I am clear what my duties and responsibilities are

85%

+11↑

+6↑

+5↑

+5↑

.3

My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS

78%

+20↑

+4

0

-2

.4

Staff are consulted about change at work

38%

-11↓

-12↓

-11↓

-13↓

.5

To what extent do you agree that your recent performance and development discussions with your supervisor helped improve your performance?

49%

+5↑

-11↓

-11↓

-11↓

.6

My supervisor ensures that my workgroup delivers on what we are responsible for

88%

+8↑

+1

0

+1

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.

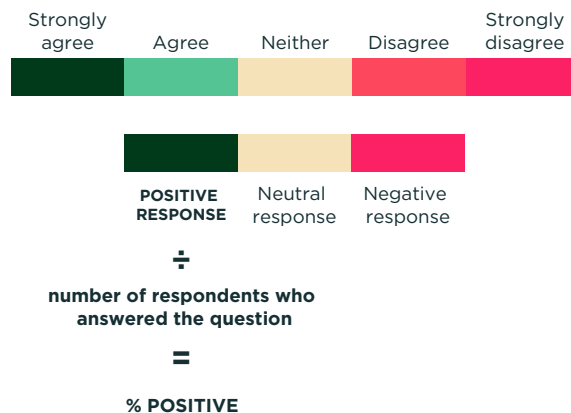
PRIORITISE 3 AREAS TO TAKE FORWARD

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

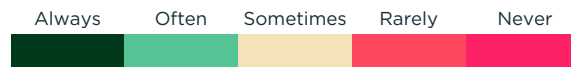
GUIDE TO THIS REPORT

% 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.