



# Highlights Report ASQA



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RESPONSES:
178 of 211
RESPONSE RATE:
84%

# 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		63	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
SAY	Overall, I am satisfied with my job	60	17	23	60%	+3	-13 ↓	-15 ↓	-12 ↓
	I am proud to work in my agency	48	30	22	48%	+6 ↑	-28 ↓	-32 ↓	-28 ↓
	I would recommend my agency as a good place to work	32	23	45	32%	+1	-36 ↓	-41 ↓	-32 ↓
	I believe strongly in the purpose and objectives of my agency	75	14	11	75%	+4	-9 ↓	-15 ↓	-12 ↓
STAY	I feel a strong personal attachment to my agency	40	30	30	40%	+4	-20 ↓	-23 ↓	-20 ↓
	I feel committed to my agency's goals	67	19	14	67%	-4	-16 ↓	-20 ↓	-16 ↓
STRIVE	I suggest ideas to improve our way of doing things	89	10		89%	-1	+2	+1	0
	I am happy to go the 'extra mile' at work when required	84	11		84%	-1	-6 ↓	-7 ↓	-5 ↓
	I work beyond what is required in my job to help my agency achieve its objectives	74	19		74%	+2	-6 ↓	-6 ↓	-6 ↓
	My agency really inspires me to do my best work every day	30	31	39	30%	+3	-28 ↓	-31 ↓	-25 ↓

### KEY

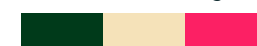


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	76	14 10	76%	+5 ⬆️	-3	-4	0
	My supervisor can deliver difficult advice whilst maintaining relationships	75	18 8	75%	+2	-4	-5 ⬇️	-2
	My supervisor invites a range of views, including those different to their own	82	10 8	82%	+4	+1	-2	+3
	My supervisor encourages my team to regularly review and improve our work	76	15 9	76%	+2	-5 ⬇️	-6 ⬇️	-1
	My supervisor is invested in my development	72	15 13	72%	+3	-3	-5 ⬇️	-1
	My supervisor ensures that my workgroup delivers on what we are responsible for	84	10	84%	+6 ⬆️	-3	-3	-1
<b>Other similar questions</b>								
	My supervisor provides me with helpful feedback to improve my performance	75	15 10	75%	+4	-2	-3	+1
	My immediate supervisor encourages me	72	17 10	72%	-1	-3	-5 ⬇️	-1
<b>KEY</b>		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		57	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					-3	-12 ↓	-13 ↓	-10 ↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	48	21	31	48%	-2	-20 ↓	-21 ↓	-16 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	42	32	26	42%	-7 ↓	-20 ↓	-23 ↓	-19 ↓
	My SES manager promotes cooperation within and between agencies	50	33	18	50%	-2	-17 ↓	-19 ↓	-15 ↓
	My SES manager encourages innovation and creativity	52	26	22	52%	-2	-12 ↓	-15 ↓	-10 ↓
	My SES manager creates an environment that enables us to deliver our best	42	27	31	42%	0	-21 ↓	-23 ↓	-17 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	58	21	21	58%	-4	-15 ↓	-18 ↓	-13 ↓

### Other similar questions

In my agency, the SES work as a team	30	29	41	30%	-10 ↓	-23 ↓	-23 ↓	-18 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	30	22	48	30%	-8 ↓	-33 ↓	-34 ↓	-24 ↓
In my agency, communication between SES and other employees is effective	23	22	55	23%	0	-30 ↓	-31 ↓	-22 ↓
My SES manager routinely promotes the use of data and evidence to deliver outcomes	51	28	21	51%	-	-15 ↓	-17 ↓	-11 ↓

### 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.

<b>YOUR COMMUNICATION INDEX SCORE</b>	<b>55</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				-1	-14 ↓	-14 ↓	-10 ↓

Communication	My supervisor communicates effectively	71	17	12	71%	0	-10 ↓	-11 ↓	-7 ↓
	My SES manager communicates effectively	51	20	29	51%	-7 ↓	-18 ↓	-20 ↓	-14 ↓
	Internal communication within my agency is effective	24	18	58	24%	+1	-33 ↓	-35 ↓	-24 ↓

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	50	15	36	50%	-5 ↓	-17 ↓	-20 ↓	-17 ↓
	Staff are consulted about change at work	25	37	39	25%	+4	-24 ↓	-26 ↓	-20 ↓
	Change is managed well in my agency	19	14	67	19%	+8 ↑	-24 ↓	-26 ↓	-16 ↓

<b>KEY</b>	<b>AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</b>	<b>AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</b>	Positive Neutral Negative 
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# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	73   11   16	73%	-1	-5 ↓	-9 ↓	-7 ↓
I have a choice in deciding how I do my work	69   21   10	69%	+11 ↑	+5 ↑	-2	-2
Where appropriate, I am able to take part in decisions that affect my job	60   19   21	60%	+9 ↑	-9 ↓	-12 ↓	-9 ↓
I am clear what my duties and responsibilities are	59   26   15	59%	+1	-20 ↓	-22 ↓	-19 ↓
I am satisfied with the recognition I receive for doing a good job	57   20   23	57%	+4	-9 ↓	-13 ↓	-8 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	52   24   25	52%	-5 ↓	0	-2	0
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	78   11   11	78%	0	+4	-3	-1
I am satisfied with the stability and security of my job	72   13   15	72%	+12 ↑	-10 ↓	-11 ↓	-3
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	85   10	85%	+4	+7 ↑	0	+4

## 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #004d00; color: white; text-align: center;">64</div><div style="width: 21%; background-color: #f0c000; color: black; text-align: center;">21</div><div style="width: 15%; background-color: #d90025; color: white; text-align: center;">15</div></div>	64%	-1	+2	+4	+10
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #004d00; color: white; text-align: center;">79</div><div style="width: 11%; background-color: #f0c000; color: black; text-align: center;">11</div><div style="width: 10%; background-color: #d90025; color: white; text-align: center;">10</div></div>	79%	-2	-13	-14	-12
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 84%; background-color: #004d00; color: white; text-align: center;">84</div><div style="width: 13%; background-color: #f0c000; color: black; text-align: center;">13</div><div style="width: 3%; background-color: #d90025; color: white; text-align: center;">3</div></div>	84%	-2	-1	-2	+2

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

Well above capacity - too much work	<div style="width: 29%; background-color: #004d00;"></div>	29%	-10	+5	+4	+2
Slightly above capacity - lots of work to do	<div style="width: 42%; background-color: #004d00;"></div>	42%	+4	+2	+1	+3
At capacity - about the right amount of work to do	<div style="width: 21%; background-color: #004d00;"></div>	21%	+5	-8	-6	-5
Slightly below capacity - available for more work	<div style="width: 6%; background-color: #004d00;"></div>	6%	+1	+1	+1	0
Well below capacity - not enough work	<div style="width: 2%; background-color: #004d00;"></div>	2%	0	0	0	0

**KEY**


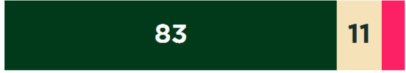

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR







AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		<b>73%</b>	+2	-7 ⬇️	-7 ⬇️	-2
My supervisor actively ensures that everyone can be included in workplace activities		<b>83%</b>	+8 ⬆️	0	-2	+1
I receive the respect I deserve from my colleagues at work		<b>79%</b>	+1	-3	-4	0

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		<b>7%</b>	-1	-6 ⬇️	-7 ⬇️	-7 ⬇️
Flexible hours of work		<b>33%</b>	+6 ⬆️	+5 ⬆️	+2	+2
Compressed work week		<b>7%</b>	0	+3	+1	+1
Job sharing		<b>0%</b>	-1	0	-1	-1
Working away from the office/working from home		<b>88%</b>	+2	+30 ⬆️	+12 ⬆️	+22 ⬆️
None of the above		<b>5%</b>	-2	-21 ⬇️	-7 ⬇️	-13 ⬇️

**KEY**



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# ENABLING INNOVATION



## ENABLING INNOVATION

THE INNOVATION SCORE ASSESSES BOTH WHETHER EMPLOYEES FEEL WILLING AND ABLE TO BE INNOVATIVE, AND WHETHER THEIR AGENCY HAS A CULTURE WHICH ENABLES THEM TO BE SO.

YOUR ENABLING INNOVATION INDEX SCORE		61	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	79	15	79%	0	-1	-2	-2
	My immediate supervisor encourages me to come up with new or better ways of doing things	76	13	76%	+4	+4	+3	+4
	People are recognised for coming up with new and innovative ways of working	49	27	49%	+10 ⬆️	-8 ⬇️	-12 ⬇️	-3
	My agency inspires me to come up with new or better ways of doing things	38	33	38%	+5 ⬆️	-11 ⬇️	-13 ⬇️	-10 ⬇️
	My agency recognises and supports the notion that failure is a part of innovation	29	38	29%	+9 ⬆️	-10 ⬇️	-10 ⬇️	-5 ⬇️

KEY	⬆️	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	⬇️	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive	Neutral	Negative
					<span style="display:inline-block; width:15px; height:15px; background-color:#004d00;"></span>	<span style="display:inline-block; width:15px; height:15px; background-color:#e6c000;"></span>	<span style="display:inline-block; width:15px; height:15px; background-color:#e91e63;"></span>

# 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		67	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	60	27	13	60%	-4	-4	-7↓	-3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	59	27	14	59%	-8↓	-3	-7↓	-4
	My agency does a good job of promoting health and wellbeing	57	27	16	57%	-6↓	-6↓	-8↓	-4
	I think my agency cares about my health and wellbeing	53	26	20	53%	+2	-8↓	-13↓	-12↓
	I believe my immediate supervisor cares about my health and wellbeing	86	8		86%	+2	+1	-1	0

### 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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## How often do you find your work stressful?

Always		8%	0	+3	+3	+3
Often		33%	-4	+7 	+8 	+7 
Sometimes		46%	+2	-3	-5 	-2
Rarely		12%	+3	-6 	-6 	-8 
Never		1%	0	-1	-1	-1

## To what extent is your work emotionally demanding?

To a very large extent		10%	0	+2	+3	+3
To a large extent		24%	-3	+3	+5 	+5 
Somewhat		34%	+1	-4	-3	-5 
To a small extent		26%	+4	+2	0	+1
To a very small extent		6%	-1	-3	-5 	-4

### 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree		12%	-4	+4	+3	+3
Agree		33%	+1	+9	+10	+9
Neither agree nor disagree		20%	-8	-12	-10	-10
Disagree		28%	+9	-1	-3	-1
Strongly disagree		7%	+2	+1	0	0
<b>In general, would you say that your health is:</b>						
Excellent		10%	+3	-1	-1	-1
Very good		32%	-1	-2	-4	-3
Good		36%	-2	-2	-1	-2
Fair		19%	+1	+4	+5	+5
Poor		4%	-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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		<b>25%</b>	+1	-3	-5 ↓	-3
Very good		<b>50%</b>	+3	-5 ↓	-5 ↓	-4
Average		<b>18%</b>	-4	+3	+5 ↑	+2
Below average		<b>6%</b>	+1	+4	+3	+3
Well below average		<b>2%</b>	0	+1	+1	+1

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

Excellent		<b>6%</b>	0	-10 ↓	-11 ↓	-8 ↓
Very good		<b>24%</b>	-6 ↓	-30 ↓	-33 ↓	-26 ↓
Average		<b>39%</b>	+5 ↑	+15 ↑	+19 ↑	+12 ↑
Below average		<b>15%</b>	-3	+11 ↑	+12 ↑	+10 ↑
Well below average		<b>16%</b>	+4	+14 ↑	+14 ↑	+13 ↑

## 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		<b>66%</b>	-10 ↓	-12 ↓	-14 ↓	-14 ↓
My workgroup has the tools and resources we need to perform well		<b>26%</b>	-12 ↓	-33 ↓	-29 ↓	-25 ↓
The people in my workgroup use time and resources efficiently		<b>68%</b>	-5 ↓	-8 ↓	-9 ↓	-8 ↓
My workgroup can readily adapt to new priorities and tasks		<b>75%</b>	-13 ↓	-8 ↓	-9 ↓	-7 ↓
The people in my workgroup cooperate to get the job done		<b>91%</b>	-1	+3	+1	+3

## 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 REGULATORY 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		19%	0	+9	+9	+9
I want to leave my position within the next 12 months		24%	-4	0	+1	+2
I want to stay working in my position for the next one to two years		40%	+5	+2	-2	+2
I want to stay working in my position for at least the next three years		18%	-2	-11	-8	-12

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

I am planning to retire		1%	0	-4	-2	-3
I am pursuing another position within my agency		12%	-2	-29	-20	-6
I am pursuing a position in another agency		63%	+10	+35	+29	+18
I am pursuing work outside the APS		11%	0	-1	-4	-5
It is the end of my non-ongoing, casual or contracted employment		3%	-1	0	-1	-2
Other		11%	-6	-2	-2	-2

## 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>What is the primary reason behind your desire to leave your current position? (5 highest responses):</b>						
Senior leadership is of a poor quality		<b>25%</b>	-	-	-	-
I can receive a higher salary elsewhere		<b>11%</b>	-	-	-	-
I wish to pursue a promotion opportunity		<b>11%</b>	-	-	-	-
There are a lack of future career opportunities in my agency		<b>8%</b>	-	-	-	-
I want to try a different type of work or I'm seeking a career change		<b>8%</b>	-	-	-	-

## 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 REGULATORY 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		6%	-4	-4	-2	-4
No		94%	+4	+4	+2	+4
Did this discrimination occur in your current agency?						
Yes		100%	+13	+8	+10	+9
No		0%	-13	-8	-10	-9
Basis for the discrimination that you experienced (3 highest responses):						
Age		55%	-	-	-	-
Gender		45%	-	-	-	-
Race		9%	-	-	-	-

## 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 REGULATORY AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		12%	0	+2	+3	+1
No		83%	0	-1	-2	+1
Not sure		5%	-1	-1	0	-1

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		62%	-	-	-	-
Deliberate exclusion from work-related activities		33%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		29%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		19%	-14 ↓	-16 ↓	-14 ↓	-16 ↓
It was reported by someone else		14%	+14 ↑	+6 ↑	+6 ↑	+10 ↑
I did not report the behaviour		67%	0	+9 ↑	+8 ↑	+7 ↑

### 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>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?</b>						
Yes		8%	+5	+5	+5	+3
No		86%	-4	-5	-7	-1
Not sure		6%	+1	+2	+3	+1
Would prefer not to answer		1%	-1	-2	-1	-3
<b>Types of corrupt behaviours witnessed (3 highest responses):</b>						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		79%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		14%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		14%	-	-	-	-
<b>Did you report the potentially corrupt behaviour?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		0%	0	-20	-15	-11
It was reported by someone else		29%	+29	+13	+11	+13
I did not report the behaviour		71%	+71	+8	+4	-1
<b>KEY</b>			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	31%
Woman or female	65%
Non-binary	0%
I use a different term	0%
Prefer not to say	4%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	42%
No	58%

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)	73%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	15%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	6%
South-East Asian	5%
North-East Asian	3%
Southern and Central Asian	2%
North American	0%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	7%
No	80%
Not sure	12%