

Highlights Report APSC

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RESPONSES:
 208 of 223

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 SCORES AREN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR AN AGENCY. IT IS A MEASURE OF THE EMOTIONAL CONNECTION AND COMMITMENT EMPLOYEES HAVE TO WORKING FOR THE AGENCY.

YOUR EMPLOYEE ENGAGEMENT SCORE 73%		RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					0	0	-2	-2
SAY	Overall, I am satisfied with my job	76	14 11	76%	-5 ↓	+2	0	+1
	I am proud to work in my agency	67	22 12	67%	-3	-9 ↓	-17 ↓	-13 ↓
	I would recommend my agency as a good place to work	66	18 16	66%	+5 ↑	-2	-6 ↓	-4
	I believe strongly in the purpose and objectives of my agency	79	13 8	79%	+2	-4	-8 ↓	-7 ↓
STAY	I feel a strong personal attachment to my agency	53	23 24	53%	+1	-11 ↓	-19 ↓	-16 ↓
	I feel committed to my agency's goals	77	16	77%	-1	-5 ↓	-8 ↓	-7 ↓
STRIVE	I suggest ideas to improve our way of doing things	93		93%	+2	+9 ↑	+6 ↑	+5 ↑
	I am happy to go the 'extra mile' at work when required	94		94%	-1	+2	+2	+1
	I work beyond what is required in my job to help my agency achieve its objectives	86	11	86%	+1	+3	+2	+1
	My agency really inspires me to do my best work every day	55	25 19	55%	0	-1	-4	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR





















AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SUPERVISOR	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges		80%	-4	0	+1	+4
My supervisor can deliver difficult advice whilst maintaining relationships		80%	+1	+2	+2	+5 
My supervisor invites a range of views, including those different to their own		83%	-	+3	+2	+5 
My supervisor encourages my team to regularly review and improve our work		85%	0	+5 	+7 	+8 
My supervisor is invested in my development		73%	-6 	0	0	+5 
My immediate supervisor encourages me		81%	-2	+5 	+4	+6 
My supervisor ensures that my workgroup delivers on what we are responsible for		86%	-6 	-1	-1	+2
My supervisor provides me with helpful feedback to improve my performance		72%	-	-2	-1	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	76	11	12	76%	-5 ⬇️	+9 ⬆️	+10 ⬆️	+13 ⬆️
My SES manager presents convincing arguments and persuades others towards an outcome	73	20	7	73%	-	+12 ⬆️	+12 ⬆️	+11 ⬆️
My SES manager promotes cooperation within and between agencies	82	13		82%	-1	+16 ⬆️	+16 ⬆️	+16 ⬆️
My SES manager encourages innovation and creativity	76	17		76%	-	+12 ⬆️	+13 ⬆️	+13 ⬆️
My SES manager creates an environment that enables us to deliver our best	72	18	10	72%	-	+10 ⬆️	+10 ⬆️	+12 ⬆️
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	83	13		83%	-3	+10 ⬆️	+8 ⬆️	+10 ⬆️
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
In my agency, the SES work as a team	51	26	23	51%	+9 ⬆️	-2	-2	0
In my agency, the SES clearly articulate the direction and priorities for our agency	58	21	20	58%	+1	-2	0	+3

KEY

 **AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR**
 **AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR**

Positive Neutral Negative



COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My supervisor communicates effectively		82%	-5↓	0	0	+2
My SES manager communicates effectively		79%	-5↓	+10↑	+10↑	+11↑
In my agency, communication between SES and other employees is effective		53%	+1	+2	+4	+5↑
Internal communication within my agency is effective		61%	+8↑	+3	+2	+5↑
When changes occur, the impacts are communicated well within my workgroup		68%	-8↓	+2	0	+1
Staff are consulted about change at work		49%	+3	+3	+4	+5↑
Change is managed well in my agency		39%	+4	-4	-2	-1

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	87	87%	-3	+3	0	+1
I have a choice in deciding how I do my work	76	76%	+1	+14	+3	+3
Where appropriate, I am able to take part in decisions that affect my job	77	77%	-	+9	+5	+7
I am clear what my duties and responsibilities are	73	73%	-4	-6	-6	-5
I am satisfied with the recognition I receive for doing a good job	74	74%	-4	+8	+5	+7
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	83	83%	+1	+18	+20	+18
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	87	87%	-5	+10	+7	+8
I am satisfied with the stability and security of my job	86	86%	+2	+6	+9	+11
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	91	91%	-	+15	+10	+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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS		76%	+3	+13 	+19 	+20 
I understand how my role contributes to achieving an outcome for the Australian public		89%	+2	-1	-2	0
I believe strongly in the purpose and objectives of the APS		94%	+2	+12 	+14 	+14 

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



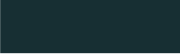













AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		23%	+6 	-1	-2	-2
Slightly above capacity – lots of work to do		45%	+6 	+5 	+3	+4
At capacity – about the right amount of work to do		19%	-13 	-9 	-7 	-7 
Slightly below capacity – available for more work		10%	+1	+5 	+5 	+4
Well below capacity – not enough work		2%	0	+1	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		81%	+2	+2	0	+5
My supervisor actively supports people from diverse backgrounds		80%	-	0	0	+4
I receive the respect I deserve from my colleagues at work		79%	-4	-2	-1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

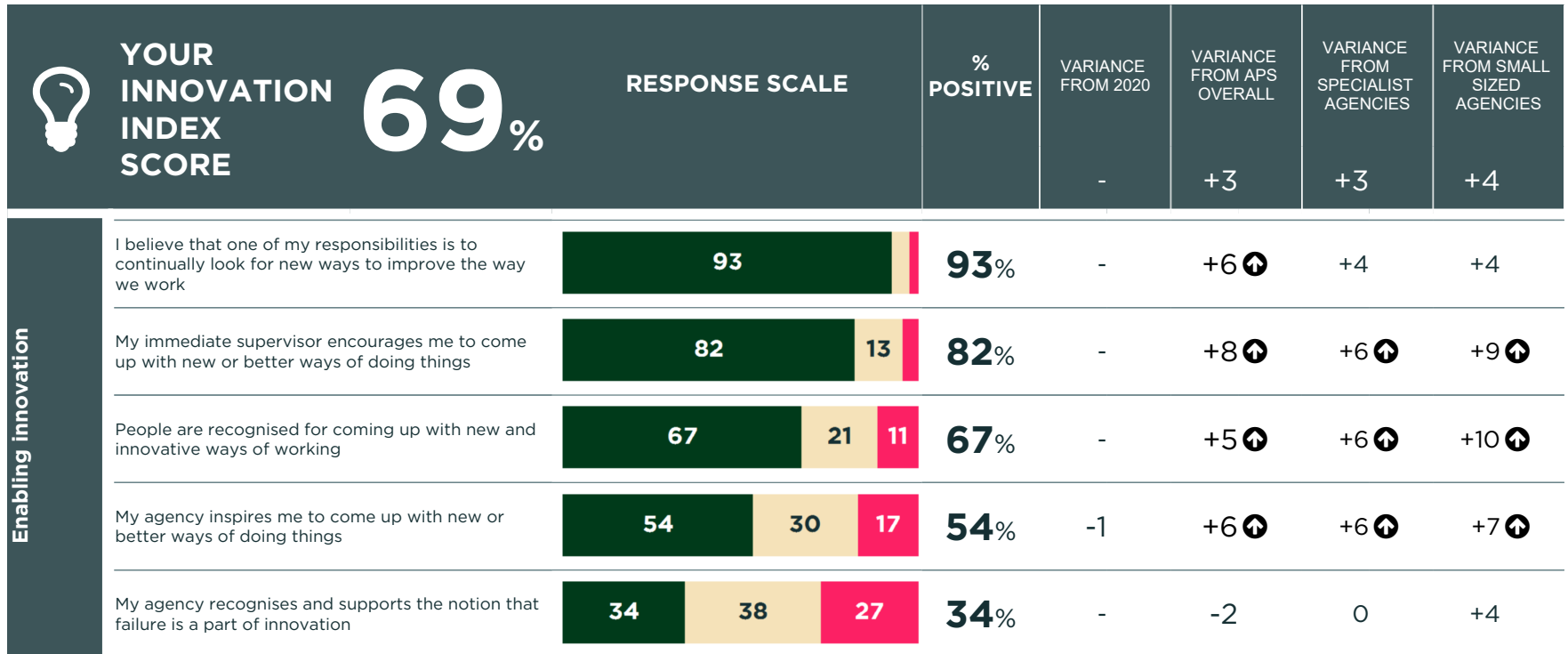


ENABLING INNOVATION



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.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

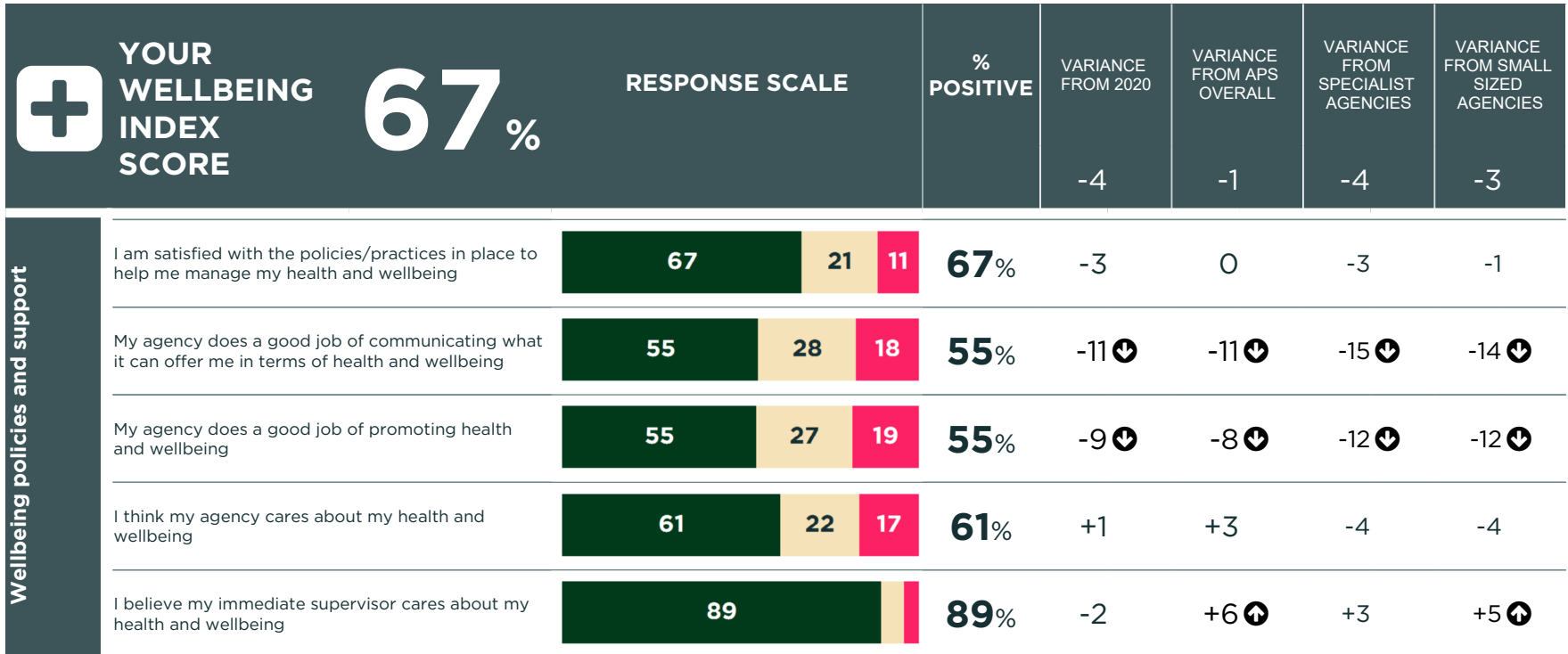


WELLBEING POLICIES AND SUPPORT



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR


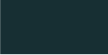



Positive Neutral Negative








WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		4%	-	-1	0	0
Often		27%	-	-2	+1	-1
Sometimes		48%	-	0	-2	0
Rarely		18%	-	+3	+1	+1
Never		2%	-	0	0	0

To what extent is your work emotionally demanding?

To a very large extent		4%	0	-5↓	-2	-3
To a large extent		19%	+2	-4	-1	-3
Somewhat		44%	-1	+4	+3	+5↑
To a small extent		24%	+1	+2	-1	0
To a very small extent		10%	-1	+3	+1	+1

KEY
















AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		8%	0	-1	0	-1
Agree		28%	+2	+3	+4	+5 
Neither agree nor disagree		26%	-6 	-5 	-4	-3
Disagree		27%	+1	-1	-2	-2
Strongly disagree		10%	+4	+3	+2	+2
In general, would you say that your health is:						
Excellent		13%	-	+1	0	-1
Very good		33%	-	-2	-4	-4
Good		35%	-	-1	0	+2
Fair		17%	-	+2	+3	+3
Poor		4%	-	0	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

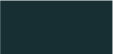





AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance:

Excellent		28%	-	+1	-1	-2
Very good		55%	-	0	0	+3
Average		15%	-	-1	+1	-1
Below average		2%	-	+1	+1	0
Well below average		0%	-	-1	-1	0

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

Excellent		17%	-	+2	0	-1
Very good		53%	-	-3	-4	-1
Average		25%	-	+2	+4	+3
Below average		2%	-	-1	-1	-2
Well below average		2%	-	+1	+1	0

KEY













AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		78%	-1	-3	-5 	-6 
My workgroup has the tools and resources we need to perform well		56%	-9 	-7 	-6 	-4
The people in my workgroup use time and resources efficiently		80%	+2	+2	0	+1
My workgroup can readily adapt to new priorities and tasks		87%	0	+1	0	+1
The people in my workgroup cooperate to get the job done		87%	+1	0	-2	0

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL 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		14%	-	+4	+6	+6
I want to leave my position within the next 12 months		35%	-	+13	+14	+13
I want to stay working in my position for the next one to two years		37%	-	+1	-3	-1
I want to stay working in my position for at least the next three years		13%	-	-18	-18	-18
What best describes your plans involved with leaving your current position?						
I am planning to retire		4%	-	-2	-1	0
I am pursuing another position within my agency		11%	-	-30	-17	-7
I am pursuing a position in another agency		71%	-	+46	+38	+26
I am pursuing work outside the APS		5%	-	-6	-10	-12
It is the end of my non-ongoing, casual or contracted employment		2%	-	-1	-4	-2
Other		6%	-	-6	-6	-5

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



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

ONLY THE THREE 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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (3 highest responses):					
There is a lack of future career opportunities in my agency	26%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	18%	-	-	-	-
I am looking to further my skills in another area	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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST 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		13%	+2	+1	+4	+2
No		87%	-2	-1	-4	-2
Did this discrimination occur in your current agency?						
Yes		64%	0	-30 ↓	-28 ↓	-29 ↓
No		36%	0	+30 ↑	+28 ↑	+29 ↑
Basis for the discrimination that you experienced (3 highest responses):						
Age		36%	-	-	-	-
Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)		32%	-	-	-	-
Gender		20%	-	-	-	-

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 TYPES OF HARASSMENT OR BULLYING 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 2020

VARIANCE FROM APS OVERALL

VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		13%	+2	+1	+4	0
No		81%	+1	-1	-5 ↓	-2
Not sure		7%	-2	+1	+1	+1

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		56%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		40%	-	-	-	-
Other		40%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		28%	-	-6 ↓	-2	-8 ↓
It was reported by someone else		8%	-	+1	+2	+2
I did not report the behaviour		64%	-	+5 ↑	0	+6 ↑

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		3%	-1	-1	0	-2
No		88%	-1	-1	-2	+1
Not sure		5%	+1	+1	+1	+1
Would prefer not to answer		3%	+1	+1	+1	0
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		17%	-	-3	+3	-4
It was reported by someone else		17%	-	+1	+7	0
I did not report the behaviour		67%	-	+2	-10	+4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male		27%	-2	-10 ↓	-15 ↓	-10 ↓
Woman or female		68%	+2	+9 ↑	+15 ↑	+11 ↑
Non-binary		0%	-	0	-1	-1
I use a different term		1%	-	+1	+1	+1
Prefer not to say		3%	-1	0	-1	-2
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		6%	+1	+3	+4	+4
No		94%	-1	-3	-4	-4
Do you have an ongoing disability?						
Yes		18%	+3	+9 ↑	+11 ↑	+10 ↑
No		82%	-3	-9 ↓	-11 ↓	-10 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		43%	-5 ↓	+3	+3	+3
No		57%	+5 ↑	-3	-3	-3
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		12%	-1	+5 ↑	+4	+3
No		88%	+1	-5 ↓	-4	-3
In which country were you born?						
Australia		85%	-	+8 ↑	+10 ↑	+9 ↑
Other country		15%	-	-8 ↓	-10 ↓	-9 ↓
Do you speak a language other than English at home?						
No, English only		86%	-	+6 ↑	+5 ↑	+2
Yes, other		14%	-	-6 ↓	-5 ↓	-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.

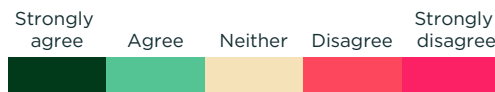
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.