



Highlights Report APS Overall (excl. non-APS)



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RESPONSES:

127,436 of 159,539

RESPONSE RATE:

80%

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		73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
SAY	Overall, I am satisfied with my job	73	15 12	73%	-1
	I am proud to work in my agency	76	18	76%	0
	I would recommend my agency as a good place to work	68	19 12	68%	-1
	I believe strongly in the purpose and objectives of my agency	84	13	84%	0
STAY	I feel a strong personal attachment to my agency	60	26 14	60%	-1
	I feel committed to my agency's goals	83	14	83%	0
STRIVE	I suggest ideas to improve our way of doing things	87	11	87%	0
	I am happy to go the 'extra mile' at work when required	90		90%	-1
	I work beyond what is required in my job to help my agency achieve its objectives	80	16	80%	-1
	My agency really inspires me to do my best work every day	57	28 14	57%	-1

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		76			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	79	13	8	79%	0	
	My supervisor can deliver difficult advice whilst maintaining relationships	78	14	7	78%	0	
	My supervisor invites a range of views, including those different to their own	81	12		81%	0	
	My supervisor encourages my team to regularly review and improve our work	81	13		81%	0	
	My supervisor is invested in my development	76	16	9	76%	0	
	My supervisor ensures that my workgroup delivers on what we are responsible for	87	9		87%	0	
Other similar questions							
	My supervisor provides me with helpful feedback to improve my performance	77	14	9	77%	0	
	My immediate supervisor encourages me	76	17	8	76%	0	

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	69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
					0

SES Manager	Other similar questions					
	My SES manager clearly articulates the direction and priorities for our area	68	21	11	68%	-1
	My SES manager presents convincing arguments and persuades others towards an outcome	62	29	10	62%	-1
	My SES manager promotes cooperation within and between agencies	66	27		66%	-1
	My SES manager encourages innovation and creativity	65	26	10	65%	-1
	My SES manager creates an environment that enables us to deliver our best	63	24	12	63%	-1
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	73	21		73%	-1

Other similar questions					
In my agency, the SES work as a team	53	31	15	53%	-1
In my agency, the SES clearly articulate the direction and priorities for our agency	63	23	14	63%	-1
In my agency, communication between SES and other employees is effective	53	27	20	53%	-1
My SES manager routinely promotes the use of data and evidence to deliver outcomes	66	27	8	66%	-

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

68

RESPONSE SCALE

% POSITIVE	VARIANCE FROM 2022
80%	0

Communication					
	My supervisor communicates effectively	80	11 9	80%	0
	My SES manager communicates effectively	69	20 11	69%	-1
	Internal communication within my agency is effective	56	24 20	56%	-2

Other similar questions

Change					
	When changes occur, the impacts are communicated well within my workgroup	67	17 16	67%	-2
	Staff are consulted about change at work	49	33 18	49%	-1
	Change is managed well in my agency	43	29 28	43%	-2

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
My job gives me opportunities to utilise my skills	78 12 10	78%	-1
I have a choice in deciding how I do my work	64 23 13	64%	0
Where appropriate, I am able to take part in decisions that affect my job	69 17 14	69%	-1
I am clear what my duties and responsibilities are	79 16	79%	-1
I am satisfied with the recognition I receive for doing a good job	66 18 15	66%	-1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	51 18 30	51%	-9 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	74 13 13	74%	-2
I am satisfied with the stability and security of my job	82 10 8	82%	+2
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	79 11 11	79%	+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 2022
I feel a strong personal attachment to the APS	62 27 11	62%	0
I understand how my role contributes to achieving an outcome for the Australian public	92	92%	0
I believe strongly in the purpose and objectives of the APS	84 13	84%	0

	RESPONSE SCALE	%	VARIANCE FROM 2022
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What best describes your current workload?

Well above capacity - too much work		24%	+1
Slightly above capacity - lots of work to do		40%	-1
At capacity - about the right amount of work to do		30%	0
Slightly below capacity - available for more work		5%	0
Well below capacity - not enough work		1%	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
My agency supports and actively promotes an inclusive workplace culture	80	80%	+1
My supervisor actively ensures that everyone can be included in workplace activities	83	83%	0
I receive the respect I deserve from my colleagues at work	81	81%	-1

	RESPONSE SCALE	%	VARIANCE FROM 2022
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Do you currently access any of the following flexible working arrangements? [Multiple Response]

Part time		14%	0
Flexible hours of work		28%	+1
Compressed work week		3%	+1
Job sharing		0%	0
Working away from the office/working from home		57%	+2
None of the above		26%	-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.



YOUR ENABLING INNOVATION INDEX SCORE

64

RESPONSE SCALE

% POSITIVE

VARIANCE FROM 2022

-1

Enabling innovation	Statement	Response Scale			% Positive	Variance from 2022
		Positive	Neutral	Negative		
	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	80	15		80%	-2
	My immediate supervisor encourages me to come up with new or better ways of doing things	72	20	8	72%	-1
	People are recognised for coming up with new and innovative ways of working	58	29	13	58%	-2
	My agency inspires me to come up with new or better ways of doing things	50	35	15	50%	-3
	My agency recognises and supports the notion that failure is a part of innovation	39	40	21	39%	-1

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

0

Wellbeing policies and support	Score	Positive	Neutral	Negative	% Positive	Variance
I am satisfied with the policies/practices in place to help me manage my health and wellbeing	64	24	13	64%	-1	
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	62	24	14	62%	-2	
My agency does a good job of promoting health and wellbeing	63	24	13	63%	-1	
I think my agency cares about my health and wellbeing	61	23	16	61%	-1	
I believe my immediate supervisor cares about my health and wellbeing	85	10	85%	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
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How often do you find your work stressful?

Always		5%	0
Often		26%	+1
Sometimes		49%	-1
Rarely		18%	0
Never		2%	0

To what extent is your work emotionally demanding?

To a very large extent		8%	+1
To a large extent		21%	0
Somewhat		39%	-1
To a small extent		24%	0
To a very small extent		9%	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2022
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I feel burned out by my work

Strongly agree		9%	+1
Agree		24%	0
Neither agree nor disagree		32%	0
Disagree		29%	-1
Strongly disagree		7%	0

In general, would you say that your health is:

Excellent		10%	0
Very good		34%	-1
Good		38%	0
Fair		15%	0
Poor		3%	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR







AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






PERFORMANCE

	RESPONSE SCALE	%	VARIANCE FROM 2022
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In the last month, please rate your workgroup's overall performance

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

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

Excellent		16%	-1
Very good		54%	-1
Average		25%	+1
Below average		4%	0
Well below average		2%	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
My workgroup has the appropriate skills, capabilities and knowledge to perform well	78	78%	-2
My workgroup has the tools and resources we need to perform well	59	59%	-3
The people in my workgroup use time and resources efficiently	76	76%	-2
My workgroup can readily adapt to new priorities and tasks	83	83%	-2
The people in my workgroup cooperate to get the job done	88	88%	-1

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
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		10%	+1
I want to leave my position within the next 12 months		24%	+1
I want to stay working in my position for the next one to two years		37%	0
I want to stay working in my position for at least the next three years		29%	-2
What best describes your plans involved with leaving your current position?			
I am planning to retire		5%	-1
I am pursuing another position within my agency		41%	+2
I am pursuing a position in another agency		27%	+3
I am pursuing work outside the APS		11%	-2
It is the end of my non-ongoing, casual or contracted employment		3%	-2
Other		13%	0

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
What is the primary reason behind your desire to leave your current position? (5 highest responses):			
I wish to pursue a promotion opportunity		18%	-
I am looking to further my skills in another area		12%	-
I want to try a different type of work or I'm seeking a career change		10%	-
I can receive a higher salary elsewhere		8%	-
Other		6%	-

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
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		10%	+1
No		90%	-1
Did this discrimination occur in your current agency?			
Yes		92%	+1
No		8%	-1
Basis for the discrimination that you experienced (3 highest responses):			
Gender		29%	-
Age		26%	-
Race		22%	-

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

Yes		10%	+1
No		84%	-1
Not sure		5%	0

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		41%	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		41%	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		30%	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		35%	+1
It was reported by someone else		8%	+1
I did not report the behaviour		57%	-2

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
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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%	0
No		91%	0
Not sure		4%	0
Would prefer not to answer		2%	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		62%	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		24%	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		20%	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		20%	+1
It was reported by someone else		16%	0
I did not report the behaviour		64%	-1

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	37%
Woman or female	59%
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	4%
No	96%

Do you have an ongoing disability?	Responses
Yes	11%
No	89%

Do you have carer responsibilities?	Responses
Yes	43%
No	57%

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

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	68%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	13%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	5%
South-East Asian	10%
North-East Asian	3%
Southern and Central Asian	4%
North American	1%
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%

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

.1	My agency inspires me to come up with new or better ways of doing things	50%	-3
.2	My agency supports and actively promotes an inclusive workplace culture	80%	+1
.3	Internal communication within my agency is effective	56%	-2
.4	I think my agency cares about my health and wellbeing	61%	-1
.5	Change is managed well in my agency	43%	-2
.6	I am satisfied with the recognition I receive for doing a good job	66%	-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.

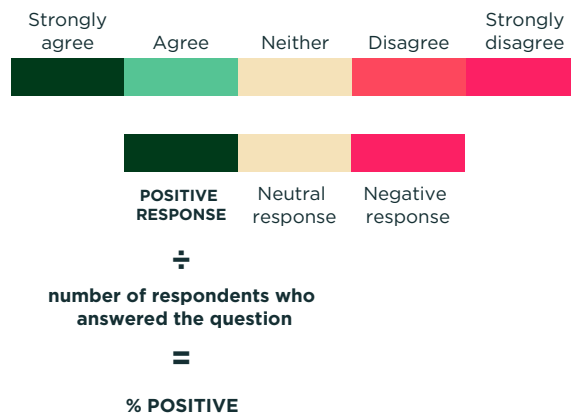
PRIORITISE 3 AREAS TO TAKE FORWARD

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

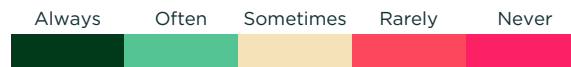
GUIDE TO THIS REPORT

% 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.