



## Highlights Report REPS



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RESPONSES:  
126 of 162

RESPONSE RATE:  
78%

# 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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
SAY	Overall, I am satisfied with my job	89	7	89%	+15 ↑	+13 ↑	+15 ↑	
	I am proud to work in my agency	85	12	85%	+10 ↑	+2	+8 ↑	
	I would recommend my agency as a good place to work	82	13	82%	+13 ↑	+9 ↑	+15 ↑	
	I believe strongly in the purpose and objectives of my agency	83	15	83%	-1	-6 ↓	-4	
STAY	I feel a strong personal attachment to my agency	70	21	9	70%	+9 ↑	+2	+7 ↑
	I feel committed to my agency's goals	83	15	83%	0	-4	-1	
STRIVE	I suggest ideas to improve our way of doing things	84	13	84%	-2	-5 ↓	-5 ↓	
	I am happy to go the 'extra mile' at work when required	94		94%	+3	+3	+4	
	I work beyond what is required in my job to help my agency achieve its objectives	82	12	82%	+1	0	0	
	My agency really inspires me to do my best work every day	63	28	10	63%	+5 ↑	+1	+5 ↑

### 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		78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	84	14	84%	+4	+5	+8	
	My supervisor can deliver difficult advice whilst maintaining relationships	84	10	84%	+5	+6	+9	
	My supervisor invites a range of views, including those different to their own	89		89%	+8	+6	+10	
	My supervisor encourages my team to regularly review and improve our work	83	13	83%	+2	+3	+6	
	My supervisor is invested in my development	81	15	81%	+5	+6	+8	
	My supervisor ensures that my workgroup delivers on what we are responsible for	93		93%	+6	+6	+8	
<b>Other similar questions</b>								
	My supervisor provides me with helpful feedback to improve my performance	81	12	81%	+4	+5	+8	
	My supervisor actively ensures that everyone can be included in workplace activities	86	10	86%	+2	+3	+5	
<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.

	<b>YOUR SES MANAGER LEADERSHIP INDEX SCORE</b>	<b>71</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					+2	+1	+4

SES Manager	My SES manager clearly articulates the direction and priorities for our area	77	19	77%	+9 ↑	+8 ↑	+13 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	69	29	69%	+7 ↑	+4	+6 ↑
	My SES manager promotes cooperation within and between agencies	69	28	69%	+2	0	+3
	My SES manager encourages innovation and creativity	62	32	62%	-4	-4	-1
	My SES manager creates an environment that enables us to deliver our best	78	19	78%	+14 ↑	+13 ↑	+17 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	80	16	80%	+6 ↑	+4	+8 ↑

### Other similar questions

All SES	In my agency, the SES work as a team	62	29	9	62%	+8 ↑	+10 ↑	+11 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	55	33	12	55%	-8 ↓	-7 ↓	-2
	In my agency, communication between SES and other employees is effective	55	31	14	55%	+1	+3	+5 ↑

### 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>72</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				+3	+4	+6

Communication	My supervisor communicates effectively	87	7	87%	+6	+6	+9
	My SES manager communicates effectively	83	14	83%	+14	+12	+17
	Internal communication within my agency is effective	59	28	14	59%	+1	+2

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	78	14	8	78%	+9	+7	+10
	Staff are consulted about change at work	54	41		54%	+4	+4	+8
	Change is managed well in my agency	32	36	33	32%	-13	-11	-7

<b>KEY</b>	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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	79   13   9	79%	0	-4	-3
I have a choice in deciding how I do my work	67   27   6	67%	+3	-8 ↓	-5 ↓
Where appropriate, I am able to take part in decisions that affect my job	74   18   8	74%	+4	-1	+2
I am clear what my duties and responsibilities are	89   9   2	89%	+9 ↑	+8 ↑	+11 ↑
I am satisfied with the recognition I receive for doing a good job	77   14   9	77%	+10 ↑	+7 ↑	+10 ↑
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	82   7   11	82%	+21 ↑	+23 ↑	+20 ↑
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	86   8   6	86%	+9 ↑	+4	+5 ↑
I am satisfied with the stability and security of my job	86   10   4	86%	+6 ↑	+9 ↑	+11 ↑
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	81   14   5	81%	+3	-4	-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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS		<b>43%</b>	-19 ↓	-12 ↓	-11 ↓
I understand how my role contributes to achieving an outcome for the Australian public		<b>90%</b>	-3	-4	-2
I believe strongly in the purpose and objectives of the APS		<b>67%</b>	-18 ↓	-17 ↓	-16 ↓

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

Well above capacity - too much work		<b>8%</b>	-15 ↓	-16 ↓	-17 ↓
Slightly above capacity - lots of work to do		<b>26%</b>	-15 ↓	-14 ↓	-14 ↓
At capacity - about the right amount of work to do		<b>46%</b>	+17 ↑	+17 ↑	+19 ↑
Slightly below capacity - available for more work		<b>15%</b>	+10 ↑	+10 ↑	+9 ↑
Well below capacity - not enough work		<b>4%</b>	+3	+3	+3

### 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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		60%	-19 ↓	-19 ↓	-15 ↓
My supervisor actively ensures that everyone can be included in workplace activities		86%	+2	+3	+5 ↑
I receive the respect I deserve from my colleagues at work		80%	-1	-1	+2

	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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## Do you currently access any of the following flexible working arrangements? [Multiple Response]

Part time		14%	0	0	0
Flexible hours of work		19%	-7 ↓	-16 ↓	-10 ↓
Compressed work week		2%	0	0	-2
Job sharing		1%	+1	0	0
Working away from the office/working from home		40%	-15 ↓	-28 ↓	-27 ↓
None of the above		42%	+15 ↑	+24 ↑	+25 ↑

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

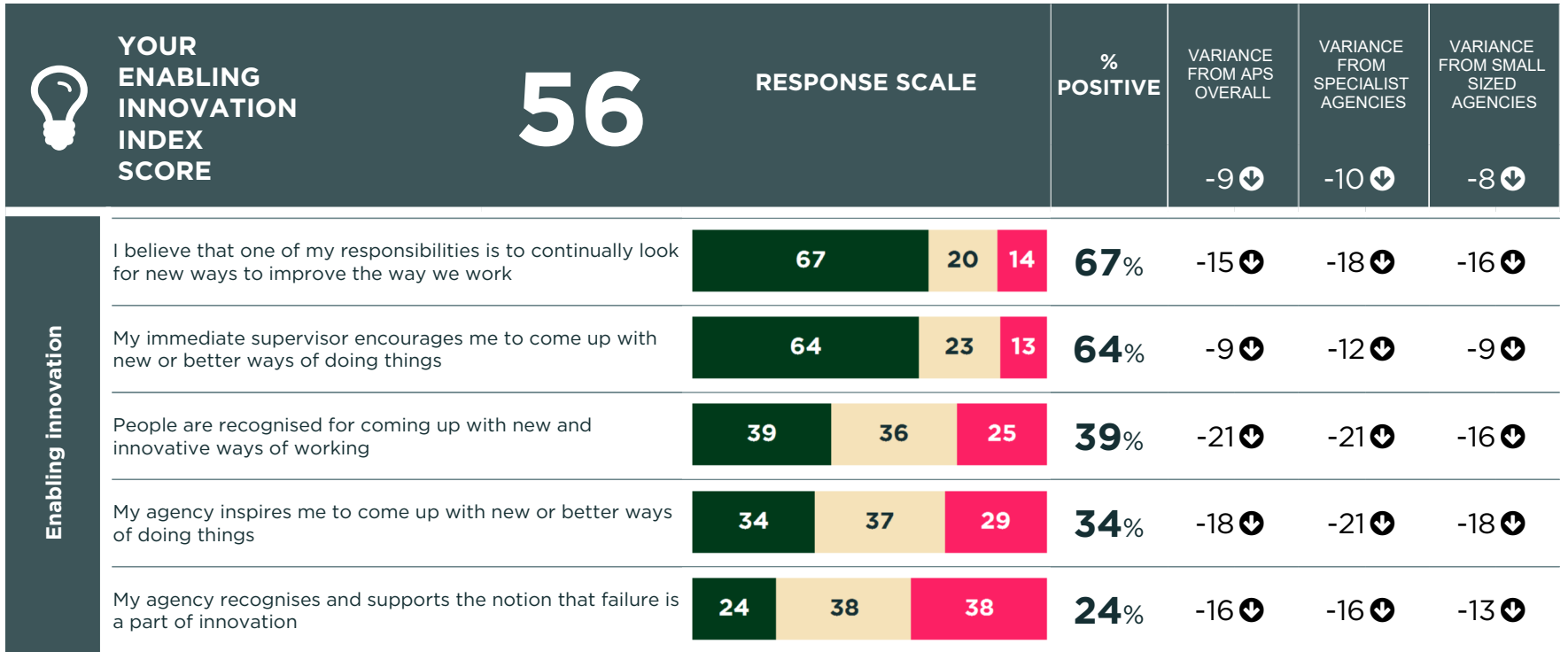


# ENABLING INNOVATION



## 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.

YOUR WELLBEING POLICIES AND SUPPORT INDEX SCORE		70			RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST 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	67	24	10	67%	+2	-1	+2	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	61	28	11	61%	-3	-7↓	-4	
	My agency does a good job of promoting health and wellbeing	63	28	9	63%	0	-4	-1	
	I think my agency cares about my health and wellbeing	67	21	12	67%	+5↑	-2	0	
	I believe my immediate supervisor cares about my health and wellbeing	89	8	3	89%	+3	+1	+3	

### 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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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## How often do you find your work stressful?

Always		1%	-4	-3	-3
Often		18%	-8 ↓	-6 ↓	-8 ↓
Sometimes		51%	+1	+1	+2
Rarely		29%	+11 ↑	+9 ↑	+11 ↑
Never		1%	-1	-1	-1

## To what extent is your work emotionally demanding?

To a very large extent		5%	-2	-1	-1
To a large extent		11%	-10 ↓	-8 ↓	-9 ↓
Somewhat		34%	-5 ↓	-4	-4
To a small extent		32%	+8 ↑	+6 ↑	+6 ↑
To a very small extent		18%	+9 ↑	+7 ↑	+8 ↑

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>I feel burned out by my work</b>					
Strongly agree		<b>5%</b>	-3	-3	-4
Agree		<b>12%</b>	-12	-11	-11
Neither agree nor disagree		<b>29%</b>	-2	0	0
Disagree		<b>37%</b>	+8	+5	+7
Strongly disagree		<b>16%</b>	+9	+9	+8
<b>In general, would you say that your health is:</b>					
Excellent		<b>16%</b>	+6	+6	+5
Very good		<b>34%</b>	0	-1	-1
Good		<b>36%</b>	-2	-1	-1
Fair		<b>9%</b>	-6	-5	-5
Poor		<b>4%</b>	+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 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		<b>23%</b>	-5↓	-6↓	-5↓
Very good		<b>60%</b>	+5↑	+5↑	+5↑
Average		<b>15%</b>	0	+1	0
Below average		<b>2%</b>	+1	0	0
Well below average		<b>0%</b>	-1	-1	-1

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

Excellent		<b>25%</b>	+9↑	+7↑	+9↑
Very good		<b>53%</b>	-2	-2	+2
Average		<b>20%</b>	-4	-1	-4
Below average		<b>0%</b>	-4	-3	-5↓
Well below average		<b>2%</b>	0	0	-1

## KEY














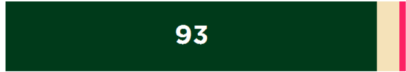


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# PERFORMANCE

	RESPONSE SCALE	% POSITIVE	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	 87	87%	+8 	+5 	+7 
My workgroup has the tools and resources we need to perform well	 79	79%	+17 	+19 	+23 
The people in my workgroup use time and resources efficiently	 80	80%	+3	+1	+3
My workgroup can readily adapt to new priorities and tasks	 94	94%	+9 	+9 	+11 
The people in my workgroup cooperate to get the job done	 93	93%	+4	+3	+4

## 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 APS OVERALL	VARIANCE FROM SPECIALIST 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		5%	-4	-3	-5 ⬇
I want to leave my position within the next 12 months		12%	-11 ⬇	-10 ⬇	-10 ⬇
I want to stay working in my position for the next one to two years		45%	+8 ⬆	+5 ⬆	+7 ⬆
I want to stay working in my position for at least the next three years		38%	+7 ⬆	+8 ⬆	+7 ⬆

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

I am planning to retire		14%	+8 ⬆	+10 ⬆	+9 ⬆
I am pursuing another position within my agency		19%	-21 ⬇	-7 ⬇	+3
I am pursuing a position in another agency		33%	+8 ⬆	+1	-9 ⬇
I am pursuing work outside the APS		10%	-3	-9 ⬇	-8 ⬇
It is the end of my non-ongoing, casual or contracted employment		10%	+6 ⬆	+3	+3
Other		14%	+2	+2	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# RETENTION



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

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

	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>What is the primary reason behind your desire to leave your current position? (5 highest responses):</b>					
I wish to pursue a promotion opportunity		<b>38%</b>	-	-	-
Other		<b>15%</b>	-	-	-
I want to try a different type of work or I'm seeking a career change		<b>15%</b>	-	-	-
I am not satisfied with the work		<b>8%</b>	-	-	-
I am looking to further my skills in another area		<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 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		7%	-3	-1	-2
No		93%	+3	+1	+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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>During the last 12 months, have you been subjected to harassment or bullying in your current workplace?</b>					
Yes		11%	+2	+3	+1
No		83%	-2	-4	-2
Not sure		6%	+1	0	+1
<b>Types of harassment or bullying experienced (3 highest responses):</b>					
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		54%	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		38%	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		23%	-	-	-
<b>Did you report the harassment or bullying?</b>					
I reported the behaviour in accordance with my agency's policies and procedures		29%	-5 ⬇️	-1	-5 ⬇️
It was reported by someone else		0%	-7 ⬇️	-6 ⬇️	-5 ⬇️
I did not report the behaviour		71%	+12 ⬆️	+7 ⬆️	+10 ⬆️

## 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 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		2%	-1	-1	-3
No		97%	+6	+6	+9
Not sure		2%	-2	-2	-3
Would prefer not to answer		0%	-2	-2	-3

## 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

	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>How do you describe your gender?</b>					
Man or male		<b>39%</b>	+1	-1	+1
Woman or female		<b>60%</b>	+1	+4	+2
Non-binary		<b>0%</b>	0	-1	-1
I use a different term		<b>0%</b>	0	0	0
Prefer not to say		<b>2%</b>	-1	-2	-2
<b>Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?</b>					
Yes		<b>2%</b>	-2	-1	-2
No		<b>98%</b>	+2	+1	+2
<b>Do you have an ongoing disability?</b>					
Yes		<b>6%</b>	-4	-2	-3
No		<b>94%</b>	+4	+2	+3

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>Do you have carer responsibilities?</b>					
Yes		<b>38%</b>	-4	-2	-4
No		<b>62%</b>	+4	+2	+4
<b>Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?</b>					
Yes		<b>9%</b>	+1	-1	0
No		<b>91%</b>	-1	+1	0
<b>In which country were you born?</b>					
Australia		<b>90%</b>	+13	+14	+13
Other country		<b>10%</b>	-13	-14	-13
<b>Do you speak a language other than English at home?</b>					
No, English only		<b>90%</b>	+10	+10	+7
Yes, other		<b>10%</b>	-10	-10	-7

## 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?

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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?

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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:

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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.

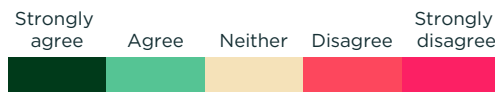
PRIORITISE 3 AREAS TO TAKE FORWARD

	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	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## 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.