

**Answer to question in writing:**

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE APRA ANNUAL REPORT 2019**

**APRA11QW:**

- a) How many staff have left, or asked to be moved, from the teams working with APRA regulated entities on Royal Commission driven activity relating to cultural reform in the sector?
- b) Since the Royal Commission, have you done a staff survey or evaluation of morale and satisfaction? If not, when will you next do this?

**Answer:**

- a) From the time that the Final Report of the Royal Commission was handed down, 1.6FTE staff who were employed within the Governance, Culture, Remuneration and Accountability (GCRA) team left APRA. No staff asked to leave the GCRA team within APRA. However through the natural course of opportunities created by the significant uplift in APRA's resourcing and a restructure that took effect on 2 December 2019, 2 FTE moved to other teams.

The Governance, Culture and Remuneration team is now comprised of over 20FTE. In addition, a new dedicated Accountability Regime team has been created which is building up to 10FTE.

- b) We completed a "pulse survey" in February 2019. In this survey our staff engagement score was 81% and reported positive improvements in a range of categories compared to our broader engagement survey completed in October 2016.

Given the capability review also conducted a survey in April/May 2019 we have held off any further engagement survey in 2019 but plan to conduct further surveys on specific topics and to evaluate engagement during 2020.