

HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

REVIEW OF THE APRA ANNUAL REPORT 2019

APRA21QON:

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Dr LEIGH: Could you undertake to provide to the committee the de-identified data from the most recent staff survey?

Mr Byres: It would be quite old. I can't give you—

Dr LEIGH: When you say 'quite old'?

Mr Byres: It can't be the capability review one, because it wasn't shared in full with us.

Dr LEIGH: Can you give me the part that was shared?

Ms Rowell: We did a pulse survey—

Mr Byres: It's in the report.

Dr LEIGH: You have nothing more than what's in the report in terms of—

Mr Byres: I'd have to have a look at whether there is one or two other metrics. We will take on board what we have done in the last 12 months and come back to you.

Answer:

The last pulse survey APRA conducted was in February 2019 and showed the following results compared to our results in 2016. (Asterisk signifies statistically significant change)

Top results:

Question	Total Favorable	Overall Oct 2016
Diversity & Wellbeing: APRA provides a work environment free of discrimination.	78	14*
Leadership: There is sufficient contact between the Executive General Manager and employees in my division at APRA.	72	11*
Empowerment: I am empowered to make the decisions needed to do my role well.	71	8*
Diversity & Wellbeing: APRA provides a work environment free of harassment.	83	8*
Empowerment: I am comfortable speaking up in APRA.	68	8*
Leadership: Management generally understand the problems we face in our jobs.	65	7*
Retention: At the present time, I am seriously considering leaving APRA.	62	7*
Sustainable Engagement: I would recommend APRA as a good place to work.	86	6*
Professionalism & Integrity: All employees are held to the same standards of ethical behaviour.	66	5
Diversity & Wellbeing: All employees are treated with respect, regardless of their role.	71	5

Bottom Results:

Question	Total Favorable	Overall Oct 2016
Sustainable Engagement: My team is able to meet our work challenges effectively. <input type="checkbox"/>	75	-4
Sustainable Engagement: I have the tools and resources I need to achieve excellent performance. <input type="checkbox"/>	59	-4
Leadership: My division's EGM and GMs are interested in the well-being of employees. <input type="checkbox"/>	76	-3
Sustainable Engagement: I am willing to work beyond what is required in my role to assist APRA to succeed. <input type="checkbox"/>	91	-2
Sustainable Engagement: I am able to sustain the level of effort I need throughout the work day. <input type="checkbox"/>	84	-1
APRA Values: APRA leaders (SM and above) in my Division act in a way that is consistent with APRA's values. <input type="checkbox"/>	67	-1
Retention: It would take a lot to make me look for another employer. <input type="checkbox"/>	61	-1
Professionalism & Integrity: In my opinion, decisions are made in a timely manner in APRA. <input type="checkbox"/>	42	0
Diversity & Wellbeing: Sufficient effort is made to seek opinions of all employees in APRA. <input type="checkbox"/>	61	1
Sustainable Engagement: I have good working relationships with my team. <input type="checkbox"/>	97	1