

Attachment: 2014-15 Measuring Success Tables

Progression

Progression					
Measure of Success	2015	2014	2013	Variance (2015 and 2014)	
% of staff who are female - SES (target 35% by 2016)	28.6%	33.3%	24.4%	-4.7	▼
<i>% of staff who are female - SESB3</i>	33.3%	28.6%	16.7%	4.7	▲
<i>% of staff who are female - SESB2</i>	27.3%	36.4%	31.8%	-9.1	▼
<i>% of staff who are female - SESB1</i>	28.3%	32.8%	22.6%	-4.5	▼
% of staff who are female - EL2	50.0%	44.7%	43.5%	5.3	▲
<i>% of staff who are female - EL2.2 - 2.4*</i>	45.9%	36.8%	39.4%	9.1	▲
% of staff who are female - EL1	52.3%	52.1%	51.2%	0.2	▲
<i>% of staff who are female - EL1.2 - 1.3*</i>	52.9%	53.5%	48.2%	-0.6	▼
% of staff who are female - APS	56.2%	55.6%	51.9%	0.6	▲
<i>% of staff who are female - APS6.3 - 6.4*</i>	51.2%	44.7%	42.3%	6.5	▲
% of staff who agree or strongly agree to the statement 'I am satisfied with the opportunities for career progression in my agency'	45%	45%	46%	0	▶

	2016		2015		2014	
	Applicants	Offers	Applicants	Offers	Applicants	Offers
Policy graduates - % who are female	38%	52%	42%	52%	42%	47%
	May-15		November 2013 [^]		February 2013	
	Applicants	Offered	Applicants	Offered	Applicants	Offered
Bulk Rounds (EL1 applicants - % who are female)	43% (57/134)	46% (22/48)	-	-	38% (30/79)	46% (6/13)
Bulk Rounds (EL2 applicants - % who are female)	54% (67/124)	68% (21/31)	-	-	34% (25/73)	57% (4/7)
Transfer Rounds (EL1 staff - % who are female)	86% (12/14)	78% (7/9)	63% (5/8)	71% (5/7)	29% (2/7)	29% (2/7)
Transfer Rounds (EL2 staff - % who are female)	72% (5/7)	72% (5/7)	20% (1/5)	33% (1/3)	27% (3/11)	38% (3/8)

Female representation data (first table) includes staff acting at a higher classification than their substantive level. Recruitment and transfer data (second table) is based on substantive classification

*Staff in these classifications are determined by annual Remuneration Committees

[^]Due to the interim recruitment arrangements, there were no 2013 or 2014 bulk recruitment processes

Training and Development

Training and Development					
Measure of Success	2015	2014	2013	Variance (2015 and 2014)	
% of staff who agree or strongly agree with the statement 'my workplace provides access to effective learning and development (e.g. formal training, learning on the job, e-learning, secondments)	79%	81%	80%	-2	▼
% of staff who agree or strongly agree with the statement 'in my agency, senior leaders give their time to identify and develop talented people'	49%	55%	46%	-6	▼
% of staff who agree or strongly agree with the statement 'my supervisor provides me with regular and constructive feedback'	65%	74%	69%	-9	▼
% of staff who agree or strongly agree with the statement 'my job gives me opportunities to utilise my skills'	83%	86%	81%	-3	▼
% of staff who agree or strongly agree with the statement 'I consider that I am being underutilised and that I could take on additional work'	18%	21%	25%	-3	▼

Culture

Culture					
Measure of Success	2015	2014	2013	Variance (2015 and 2014)	
% of staff who support the Progressing Women initiative*	-	82%	81%	-	-
% of staff who agree or strongly agree with the statement 'My agency is committed to creating a diverse workplace'	68%	75%	74%	-7	▼
% of staff who agree or strongly agree to the statement 'Treasury actively addresses barriers to the recruitment, retention, and progression of women'*	-	74%	61%	-	-
% of staff who agree or strongly agree to the statement 'I have noticed that my division is more inclusive since the Progressing Women initiatives' (reworked question below)	-	38%	24%	-	-
My division is inclusive in relation to the recruitment, mobility and progression of staff.	66%	-	-	-	-
% of staff who agree or strongly agree with the statement 'the people in my work group are accepting of people from diverse backgrounds'	86%	88%	89%	-2	▼
% of staff who agree or strongly agree with the statement 'my supervisor works effectively with people from diverse backgrounds'	80%	89%	83%	-9	▼
*Question omitted from 2015 Employee Census					

Flexible Work

Flexible work					
Measure of Success	2015	2014	2013	Variance (2015 and 2014)	
% of staff that work part time - All Staff	14.8%	12.6%	13.5%	2.2	▲
% of staff that work part time - Female staff	23.9%	20.4%	22.9%	3.5	▲
% of staff that work part time - Male staff	5.4%	4.8%	5.3%	0.6	▲
% of staff that work part time - SES staff	6.6%	7.8%	9.1%	-1.2	▼
% of staff who agree or strongly agree with the statement 'my workplace culture supports people to achieve a good work-life balance'	59%	66%	58%	-7	▼
% of staff that are satisfied or very satisfied with the work-life balance in their current job	72%	76%	73%	-4	▼
% of staff that are satisfied or very satisfied with their ability to access and use flexible working arrangements	77%	78%	75%	-1	▼
% of staff who agree or strongly agree with the statement 'I believe my manager would support me to work more flexibly'	79%	79%	66%	0	▶
% of staff that HAVE LEFT the Treasury that have identified better work-life balance as influencing their decision to leave (Exit survey)	6%	7%	10%	-1	▼

Merit and Performance

Merit and Performance					
Measure of Success	2015	2014	2013	Variance (2015 and 2014)	
% of staff who agree or strongly agree with the statement 'my agency deals with underperformance effectively'	24%	22%	16%	2	▲
% of staff who agree or strongly agree with the statement 'my supervisor appropriately deals with employees that perform poorly'*	41%	46%	46%	-5	▼
% of staff who agree or strongly agree that the Treasury routinely applies merit in decisions regarding engagement and promotion	53%	51%	52%	2	▲
% of staff who agree or strongly agree to the statement 'to what extent do you agree that your most recent formal performance review will help you improve your performance'	65%	62%	57%	3	▲
% of managers (EL2 and SES) who agree or strongly agree to the statement 'I have applied the learnings from the Unrecognised Bias Training'^	-	79%	83%	-	-
*Reworded in 2015: 'my supervisor appears to manage underperformance well in my organisation'					
^Question omitted from 2015 Employee Census					