

Highlights Report NIAA

CONTENT	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and Change	6
Workplace Conditions	7
Inclusion	10
Enabling Innovation	11
Wellbeing Policies and Support	12
Wellbeing	13
Performance	15
Retention	17
Unacceptable Behaviour	19
Demographics	22
Time to Take Action	24
Guide to this Report	25

RESPONSES:
 927 of 1,169

RESPONSE RATE:
 79%



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 SCORES AREN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR AN AGENCY. IT IS A MEASURE OF THE EMOTIONAL CONNECTION AND COMMITMENT EMPLOYEES HAVE TO WORKING FOR THE AGENCY.

YOUR EMPLOYEE ENGAGEMENT SCORE 71%		RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
						0	-2	-2	-3
SAY	Overall, I am satisfied with my job	68	18	13	68%	0	-5 ↓	-7 ↓	-6 ↓
	I am proud to work in my agency	68	22	10	68%	0	-8 ↓	-7 ↓	-9 ↓
	I would recommend my agency as a good place to work	52	27	22	52%	-2	-16 ↓	-20 ↓	-19 ↓
	I believe strongly in the purpose and objectives of my agency	86		11	86%	+1	+3	+4	+2
STAY	I feel a strong personal attachment to my agency	60	22	18	60%	+3	-4	0	-4
	I feel committed to my agency's goals	84		14	84%	-1	+3	+4	+2
STRIVE	I suggest ideas to improve our way of doing things	87		10	87%	0	+3	-1	0
	I am happy to go the 'extra mile' at work when required	91			91%	-1	0	-2	-1
	I work beyond what is required in my job to help my agency achieve its objectives	85		12	85%	+3	+2	0	+1
	My agency really inspires me to do my best work every day	50	30	20	50%	+4	-6 ↓	-6 ↓	-7 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SUPERVISOR	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	75	14	11	75%	-2	-4	-5↓	-5↓
My supervisor can deliver difficult advice whilst maintaining relationships	77	13	10	77%	+1	-1	-2	-2
My supervisor invites a range of views, including those different to their own	76	15	9	76%	-	-3	-6↓	-5↓
My supervisor encourages my team to regularly review and improve our work	76	15	9	76%	-1	-4	-4	-4
My supervisor is invested in my development	71	16	13	71%	+2	-2	-4	-3
My immediate supervisor encourages me	74	17	9	74%	-2	-2	-4	-3
My supervisor ensures that my workgroup delivers on what we are responsible for	84	10		84%	+2	-2	-4	-4
My supervisor provides me with helpful feedback to improve my performance	71	18	11	71%	-	-3	-3	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	69	20	11	69%	+1	+2	-4	-1
My SES manager presents convincing arguments and persuades others towards an outcome	64	26	9	64%	-	+4	-6 ↓	-1
My SES manager promotes cooperation within and between agencies	72	21		72%	+3	+6 ↑	-3	+1
My SES manager encourages innovation and creativity	63	26	10	63%	-	-1	-7 ↓	-3
My SES manager creates an environment that enables us to deliver our best	61	22	17	61%	-	-1	-8 ↓	-4
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	78	17		78%	+4	+4	-3	0
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
In my agency, the SES work as a team	41	35	24	41%	-2	-12 ↓	-17 ↓	-14 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	50	30	20	50%	-4	-10 ↓	-13 ↓	-11 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR






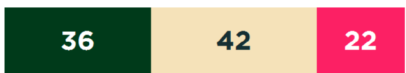
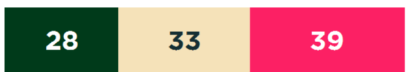


AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My supervisor communicates effectively		77%	-2	-5 ↓	-6 ↓	-6 ↓
My SES manager communicates effectively		70%	0	+1	-6 ↓	-3
In my agency, communication between SES and other employees is effective		38%	-10 ↓	-13 ↓	-18 ↓	-14 ↓
Internal communication within my agency is effective		44%	-1	-13 ↓	-15 ↓	-13 ↓
When changes occur, the impacts are communicated well within my workgroup		59%	+1	-7 ↓	-9 ↓	-8 ↓
Staff are consulted about change at work		36%	-4	-9 ↓	-8 ↓	-8 ↓
Change is managed well in my agency		28%	-5 ↓	-15 ↓	-13 ↓	-11 ↓

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills		83%	+3	-1	-4	-3
I have a choice in deciding how I do my work		59%	+2	-2	-7↓	-8↓
Where appropriate, I am able to take part in decisions that affect my job		67%	-	-1	-6↓	-5↓
I am clear what my duties and responsibilities are		68%	-3	-10↓	-9↓	-9↓
I am satisfied with the recognition I receive for doing a good job		65%	-1	-1	-6↓	-4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		75%	-3	+10↑	+1	+4
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		73%	-4	-3	-4	-5↓
I am satisfied with the stability and security of my job		85%	+2	+5↑	0	+4
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		70%	-	-5↓	-7↓	-9↓

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> 62 27 11 </div>	62%	+1	-1	-1	+1
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100%;"> 85 11 4 </div>	85%	+2	-5	-4	-5
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> 84 13 3 </div>	84%	-2	+2	+1	+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	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		35%	+6	+10	+9	+7
Slightly above capacity – lots of work to do		35%	-6	-6	-6	-6
At capacity – about the right amount of work to do		24%	0	-4	-2	-1
Slightly below capacity – available for more work		6%	0	+1	0	0
Well below capacity – not enough work		1%	-1	-1	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture				75%	0	-4	-6	-6
My supervisor actively supports people from diverse backgrounds				79%	-	0	-1	-1
I receive the respect I deserve from my colleagues at work				77%	+3	-3	-5	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

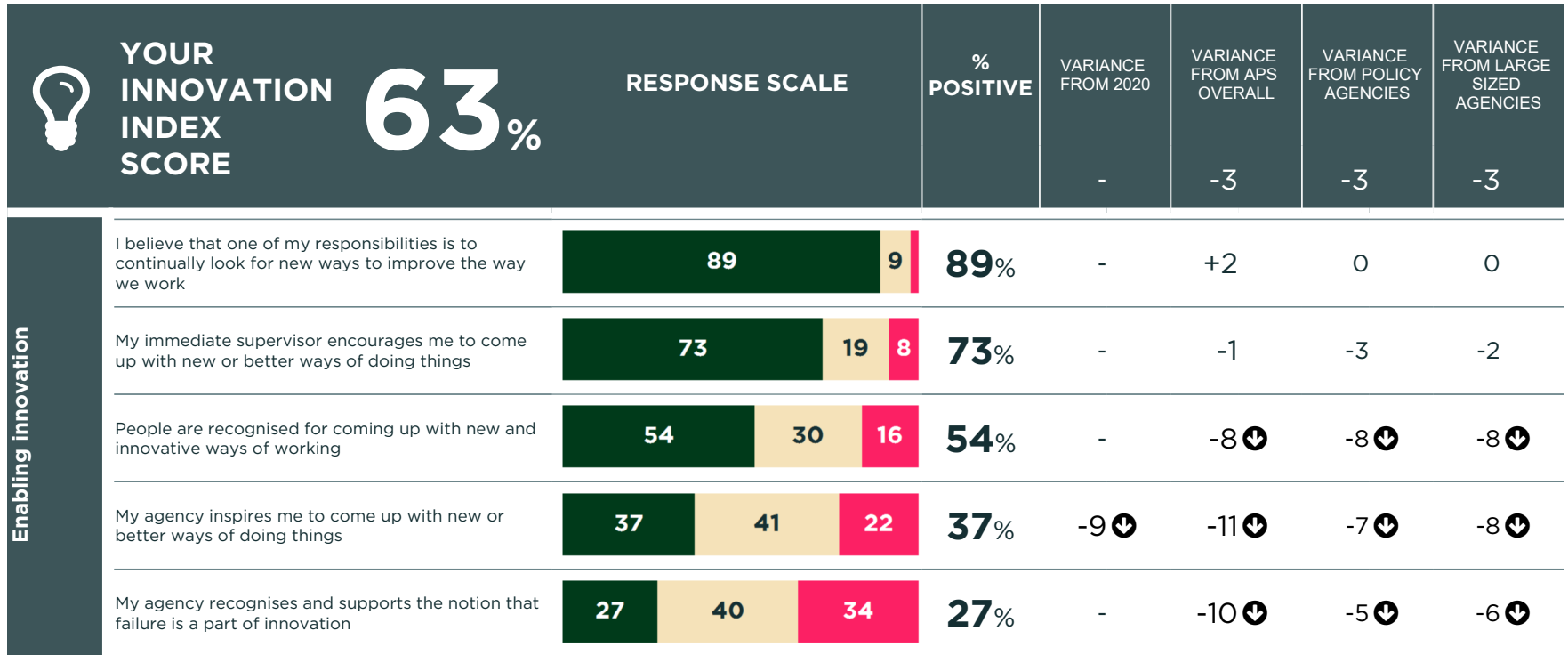


ENABLING INNOVATION



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

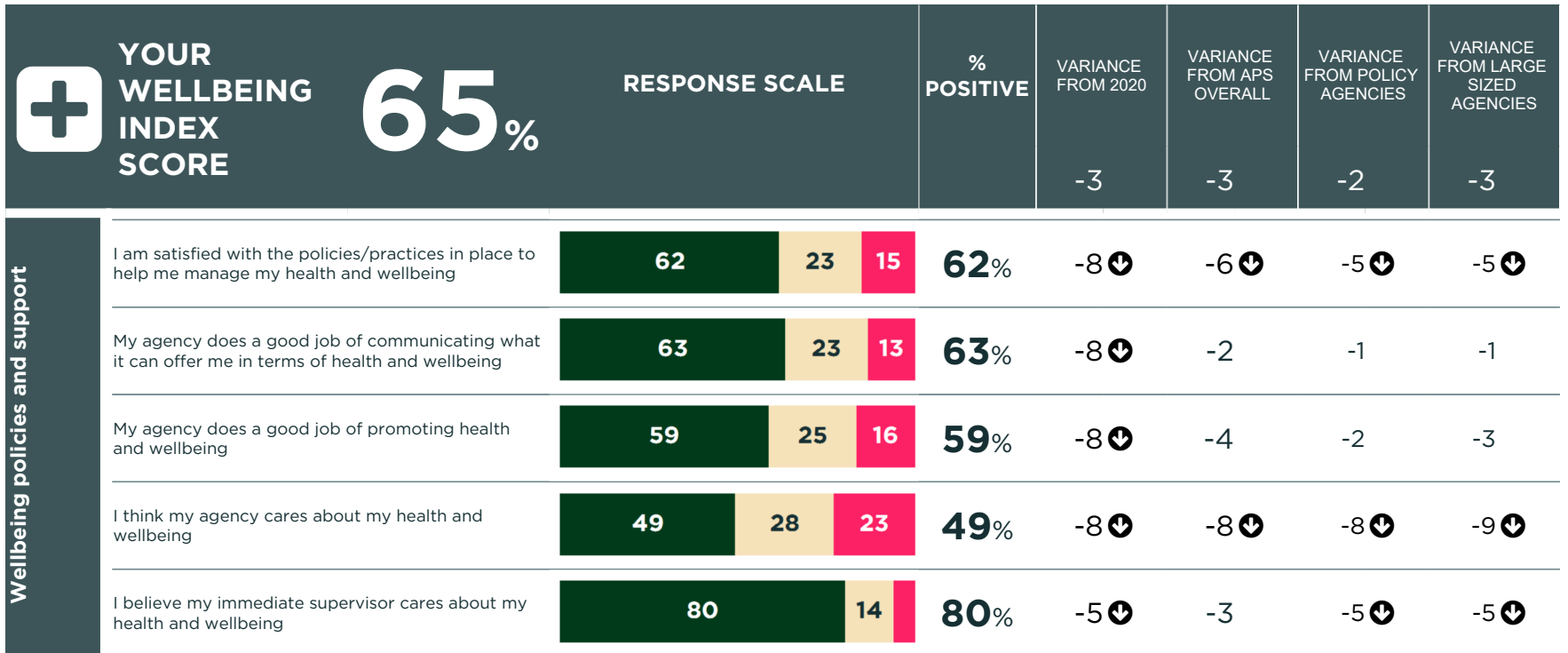


WELLBEING POLICIES AND SUPPORT



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR


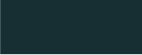






Positive Neutral Negative








WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
----------------	---	--------------------	---------------------------	-------------------------------	------------------------------------

How often do you find your work stressful?

Always		6%	-	0	+2	+1
Often		36%	-	+8 	+7 	+7 
Sometimes		46%	-	-2	-4	-2
Rarely		11%	-	-5 	-4	-4
Never		1%	-	-1	-1	-1

To what extent is your work emotionally demanding?

To a very large extent		10%	+1	+2	+4	+2
To a large extent		25%	+1	+2	+4	+3
Somewhat		39%	+1	0	-1	0
To a small extent		20%	0	-2	-4	-3
To a very small extent		5%	-2	-2	-3	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
----------------	---	--------------------	---------------------------	-------------------------------	------------------------------------

I feel burned out by my work

Strongly agree		10%	-2	+1	+1	0
Agree		28%	0	+3	+3	+3
Neither agree nor disagree		31%	-5 ↓	0	+1	+1
Disagree		25%	+5 ↑	-2	-3	-2
Strongly disagree		6%	+1	-1	-2	-1

In general, would you say that your health is:

Excellent		10%	-	-1	-2	-2
Very good		32%	-	-3	-3	-3
Good		36%	-	+1	+1	+1
Fair		17%	-	+3	+4	+3
Poor		4%	-	+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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
----------------	---	--------------------	---------------------------	-------------------------------	------------------------------------

In the last month, please rate your workgroup's overall performance:

Excellent		21%	-	-6 ↓	-9 ↓	-8 ↓
Very good		55%	-	0	0	0
Average		20%	-	+5 ↑	+7 ↑	+6 ↑
Below average		3%	-	+1	+1	+1
Well below average		1%	-	0	+1	+1

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

Excellent		9%	-	-7 ↓	-9 ↓	-7 ↓
Very good		51%	-	-5 ↓	-7 ↓	-5 ↓
Average		33%	-	+9 ↑	+12 ↑	+10 ↑
Below average		5%	-	+2	+3	+2
Well below average		2%	-	+1	+1	+1

KEY








AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		73%	+1	-8 ↓	-10 ↓	-9 ↓
My workgroup has the tools and resources we need to perform well		51%	-3	-13 ↓	-14 ↓	-11 ↓
The people in my workgroup use time and resources efficiently		69%	+1	-8 ↓	-9 ↓	-8 ↓
My workgroup can readily adapt to new priorities and tasks		81%	+1	-4	-6 ↓	-5 ↓
The people in my workgroup cooperate to get the job done		85%	+3	-2	-4	-3

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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		13%	-	+3	+3	+4
I want to leave my position within the next 12 months		26%	-	+4	-1	+2
I want to stay working in my position for the next one to two years		38%	-	+2	-4	-2
I want to stay working in my position for at least the next three years		22%	-	-10 ↓	+2	-3
What best describes your plans involved with leaving your current position?						
I am planning to retire		6%	-	+1	+3	+2
I am pursuing another position within my agency		29%	-	-13 ↓	-12 ↓	-13 ↓
I am pursuing a position in another agency		36%	-	+11 ↑	+6 ↑	+10 ↑
I am pursuing work outside the APS		10%	-	-1	+1	0
It is the end of my non-ongoing, casual or contracted employment		3%	-	0	0	-1
Other		15%	-	+2	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



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

ONLY THE THREE 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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (3 highest responses):					
I want to try a different type of work or I'm seeking a career change	13%	-	-	-	-
I wish to pursue a promotion opportunity	9%	-	-	-	-
Senior leadership is of a poor quality	9%	-	-	-	-

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE 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		16%	-1	+5	+5	+5
No		84%	+1	-5	-5	-5
Did this discrimination occur in your current agency?						
Yes		91%	+8	-2	+1	-1
No		9%	-8	+2	-1	+1
Basis for the discrimination that you experienced (3 highest responses):						
Race		30%	-	-	-	-
Age		30%	-	-	-	-
Gender		27%	-	-	-	-

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 TYPES OF HARASSMENT OR BULLYING 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 2020

VARIANCE FROM APS OVERALL

VARIANCE FROM POLICY AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

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

Yes		14%	0	+3	+3	+3
No		78%	+2	-3	-4	-4
Not sure		7%	-2	+1	+1	+1

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		54%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		50%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		35%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		39%	-	+5	+8	+6
It was reported by someone else		9%	-	+2	+2	+2
I did not report the behaviour		52%	-	-7	-9	-8

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR

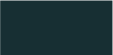








EMPLOYEES WHO INDICATED THAT THEY HAD WITNESSED POTENTIAL CORRUPT BEHAVIOUR WERE ASKED TO DESCRIBE THE BEHAVIOUR. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE 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		5%	+1	+1	+3	+2
No		87%	0	-2	-4	-3
Not sure		5%	0	+1	+1	+1
Would prefer not to answer		2%	-1	0	0	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		65%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		33%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		22%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		11%	-	-9↓	-3	-6↓
It was reported by someone else		26%	-	+11↑	+13↑	+13↑
I did not report the behaviour		63%	-	-2	-11↓	-7↓
KEY			AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR		

DEMOGRAPHICS

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
How do you describe your gender?						
Man or male		28%	-1	-9 ↓	-7 ↓	-9 ↓
Woman or female		67%	+1	+8 ↑	+7 ↑	+8 ↑
Non-binary		0%	-	0	0	0
I use a different term		0%	-	0	0	0
Prefer not to say		4%	-1	+1	+1	+1
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		23%	-1	+20 ↑	+19 ↑	+20 ↑
No		77%	+1	-20 ↓	-19 ↓	-20 ↓
Do you have an ongoing disability?						
Yes		10%	+1	0	+1	0
No		90%	-1	0	-1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you have carer responsibilities?						
Yes		41%	-3	+2	+1	+1
No		59%	+3	-2	-1	-1
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		7%	+1	0	-2	-1
No		93%	-1	0	+2	+1
In which country were you born?						
Australia		87%	-	+10	+8	+8
Other country		13%	-	-10	-8	-8
Do you speak a language other than English at home?						
No, English only		90%	-	+9	+7	+7
Yes, other		10%	-	-9	-7	-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?


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.

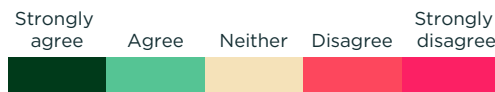
PRIORITISE 3 AREAS TO TAKE FORWARD

	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") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



$$\begin{array}{c} \div \\ \text{number of respondents who} \\ \text{answered the question} \\ = \\ \% \text{ POSITIVE} \end{array}$$

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 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.

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.