



Highlights Report NIAA



CONTENT	
	Page
Making the most of your results	2
Employee Engagement: Say, Stay, Strive	3
Demographics	4
Senior Leadership	7
Immediate Supervisor	9
Workplace Culture	10
Inclusion and Wellbeing	14
Wellbeing Index	17
Workplace Conditions	18
Workgroup Performance	19
Productivity and Ways of Working	20
Time to Take Action	22
Guide to this Report	23

RESPONSES:
970 of 1,170
RESPONSE RATE:
83%

MAKING THE MOST OF YOUR RESULTS



01.

Identify the areas where you are performing well.

These will tend to be high results which are notably above any comparative results. These should be celebrated. Share the good news with employees.

Understanding your report and getting to action!

The results in this report give you summary information.

Take the time to fully understand this report and digest the results.

Consider your response rate and if it is representative of the views of your colleagues.

Identify areas that need improvement.

02.

These will be the lower results, and/or those which are scoring notably below your comparators. Consider discussing these areas with your colleagues in focus groups or individually or team meetings, gather their thoughts and solutions before deciding on actions to take.

03.

Consider if there is actually room for improvement.

This report shows the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree) to the question asked in the survey. Look at how your positive scores compare to your parent unit, and your last survey's results.

04.

Consider the impact of high neutral responses (lots of employees ticking 'neither agree nor disagree')

Ask your colleagues about their views to find out what is causing this. More communication and involvement may help to shift them to a positive frame of mind.

Take action - think 'quick wins', short term and long term.

05.

Encourage all colleagues to help with action planning and implementation.

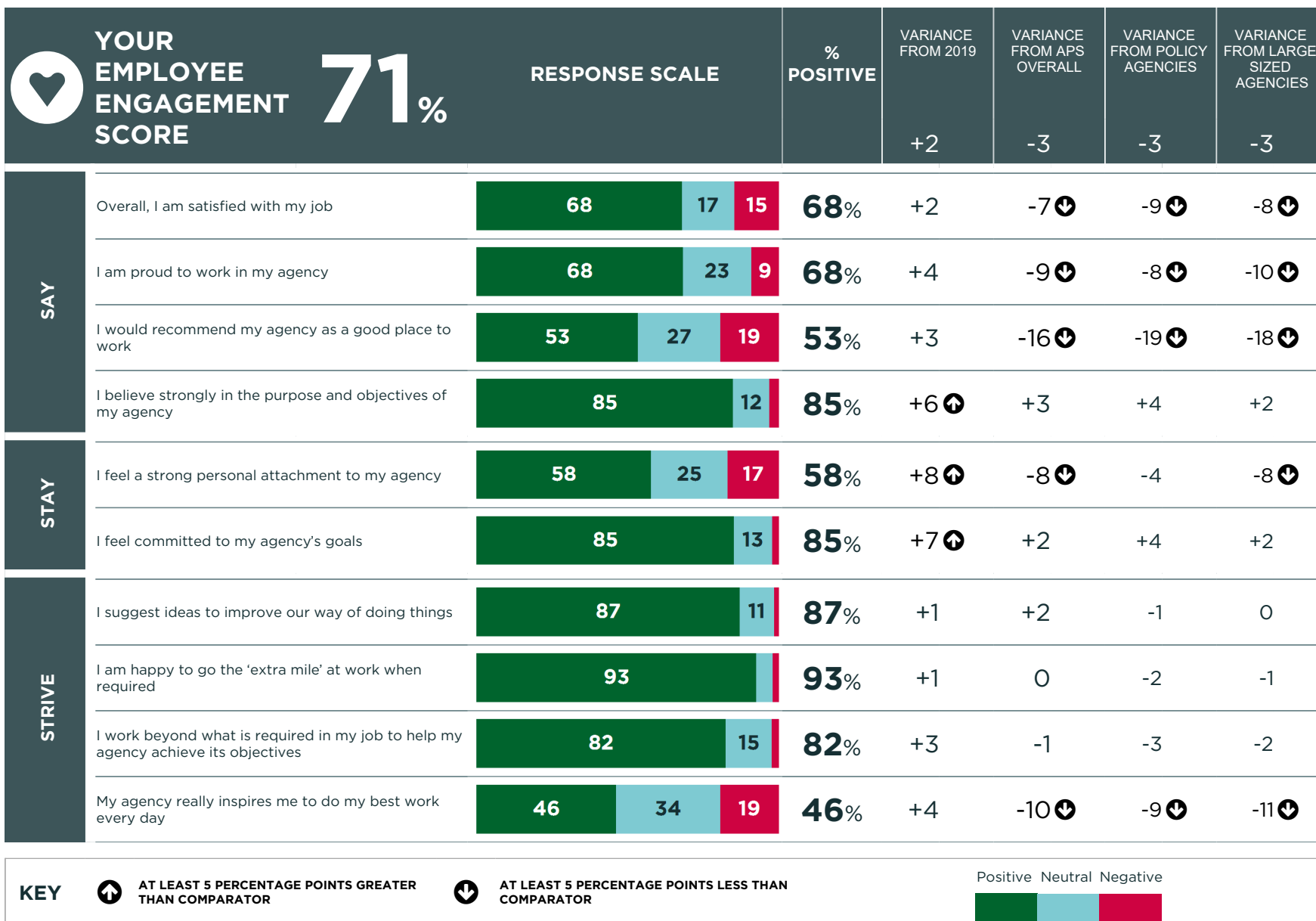
Think about what you want employees to be saying about their working lives in the future and what should be put in place to make this happen.

EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



HOW ENGAGED IS YOUR TEAM?

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.



DEMOGRAPHICS



EXPLORE
THE FULL
RESULTS

	RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What is your gender?						
Male		29%	-2	-8 ↓	-7 ↓	-8 ↓
Female		66%	+1	+7 ↑	+6 ↑	+7 ↑
X (Indeterminate/Intersex/Unspecified)		0%	0	0	0	0
Prefer not to say		5%	+1	+2	+1	+1
Do you identify as Aboriginal and/or Torres Strait Islander?						
Yes		24%	0	+21 ↑	+20 ↑	+21 ↑
No		76%	0	-21 ↓	-20 ↓	-21 ↓
Do you have an ongoing disability?						
Yes		9%	0	0	+1	0
No		91%	0	0	-1	0

KEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS



EXPLORE THE FULL RESULTS

EMPLOYEES WHO INDICATED THAT THEY HAD WORKED ON TASKS OR ACTIVITIES DIRECTLY RELATED TO COVID-19 WERE ASKED TO DESCRIBE THE TYPE OF WORK. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

	RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you have carer responsibilities?						
Yes		45%	+1	+4	+3	+3
No		55%	-1	-4	-3	-3
Since 27 February 2020, have you worked on tasks or activities directly related to COVID-19?						
Yes		61%	-	+12	+3	+13
No		39%	-	-12	-3	-13
What form did this work take? [Multiple Response]						
Working in a different team within your agency on work dedicated to the COVID-19 response and related activities (e.g. a COVID-19 taskforce)		12%	-	-9	-11	-9
Working in a different agency on work dedicated to the COVID-19 response and related activities (e.g. APS2000 surge workforce)		11%	-	+6	+2	+4
Working on COVID-19 related work in my usual role		83%	-	+3	+5	+3
Other		3%	-	-2	0	-1

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS



**EXPLORE
THE FULL
RESULTS**

	RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you identify as Lesbian, Gay, Bisexual, Trans, and/or Intersex (LGBTI+)?						
Yes		6%	+1	0	-1	-1
No		94%	+4	0	+1	+1
Are you currently seconded to a different agency and have been working within that agency for less than six months?						
Yes		2%	-	+1	0	+1
No		98%	-	-1	0	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

SENIOR LEADERSHIP



EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Senior leadership: Immediate SES manager	My SES manager communicates effectively	70 (16 Neutral, 13 Negative)	70%	+4	+2	-6 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	74 (19 Neutral, 7 Negative)	74%	+2	+3	-5 ↓
	My SES manager effectively leads and manages change	63 (23 Neutral, 14 Negative)	63%	+2	0	-6 ↓
	My SES manager gives their time to identify and develop talented people	51 (31 Neutral, 18 Negative)	51%	-1	+2	-5 ↓
	My SES manager clearly articulates the direction and priorities for our area	68 (20 Neutral, 13 Negative)	68%	0	+2	-4
	My SES manager promotes cooperation within and between agencies	69 (23 Neutral, 8 Negative)	69%	-	+5 ↑	-4

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

SENIOR LEADERSHIP



EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
Senior Leadership: All SES	In my agency, communication between the SES and other employees is effective	47 (27 Neutral, 26 Negative)	47%	+2	-8 ↓	-14 ↓	-11 ↓
	In my agency, the SES actively contribute to the work of our agency	66 (24 Neutral, 10 Negative)	66%	+1	-1	-11 ↓	-7 ↓
	In my agency, the SES work as a team	43 (35 Neutral, 22 Negative)	43%	+4	-10 ↓	-14 ↓	-12 ↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	54 (29 Neutral, 17 Negative)	54%	+5 ↑	-9 ↓	-12 ↓	-11 ↓

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

IMMEDIATE SUPERVISOR



EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
Immediate supervisor	My supervisor communicates effectively		79%	+6	-2	-3	-2
	My supervisor displays resilience when faced with difficulties or failures		82%	+3	0	-2	-2
	My supervisor engages with staff on how to respond to future challenges		76%	-	-3	-4	-4
	My supervisor can deliver difficult advice whilst maintaining relationships		76%	-	-1	-2	-2
	My supervisor encourages my team to regularly review and improve our work		77%	-	-3	-3	-3
	My supervisor actively seeks feedback		66%	-	-1	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CULTURE



EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
Culture	Staff are consulted about change at work	41 38 22	41%	-6 ↓	-8 ↓	-8 ↓	-7 ↓
	Internal communication within my agency is effective	46 31 23	46%	+6 ↑	-12 ↓	-14 ↓	-13 ↓
	Internal communication within my agency is regular	76 15 9	76%	+7 ↑	-2	-6 ↓	-5 ↓
	I understand how my role contributes to achieving an outcome for the Australian public	83 12 5	83%	-1	-8 ↓	-7 ↓	-8 ↓
	I can see a clear connection between my job and my agency's purpose	77 14 9	77%	-	-8 ↓	-8 ↓	-9 ↓
	I believe strongly in the purpose and objectives of the APS	87 12 1	87%	+5 ↑	+1	-1	0
	I feel a strong personal attachment to the APS	61 26 13	61%	-	-3	-3	-2
	My agency inspires me to come up with new or better ways of doing things	46 32 21	46%	+9 ↑	-11 ↓	-9 ↓	-10 ↓
	To what extent do you agree that crises such as the 2019-20 bushfires and COVID-19 clarified your sense of purpose in working for the APS?	54 37 9	54%	-	-7 ↓	-7 ↓	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CULTURE



EXPLORE THE FULL RESULTS

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 2019	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		18%	-1	+6	+6	+6
No		83%	+1	-6	-6	-6

Did this discrimination occur in your current agency?

Yes		84%	-11	-8	-3	-6
No		16%	+11	+8	+3	+6

Basis for the discrimination that you experienced (3 highest responses):

Age		33%	-	-	-	-
Race		31%	-	-	-	-
Gender		26%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WORKPLACE CULTURE



EXPLORE THE FULL RESULTS

EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED AND WHO WAS RESPONSIBLE FOR IT. 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.

Bullying and harassment	RESPONSE SCALE	%	VARIANCE FROM 2019	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		15%	-3	+3	+4	+4
No		76%	+1	-5 ↓	-6 ↓	-6 ↓
Not Sure		9%	+1	+2	+2	+2

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		57%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		44%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		30%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WORKPLACE CULTURE



EXPLORE THE FULL RESULTS

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 2019	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		4%	-1	0	+1	+1
No		87%	0	-2	-4	-3
Not sure		6%	+1	+1	+1	+1
Would prefer not to answer		3%	0	+1	+2	+1

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		61%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		44%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		36%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION AND WELLBEING



EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Attitudinal	My agency supports and actively promotes an inclusive workplace culture	<div style="display: flex; width: 100%;"><div style="width: 75%; background-color: #006633;"></div><div style="width: 15%; background-color: #99ccff;"></div><div style="width: 10%; background-color: #cc0000;"></div></div> 75 15 10	75%	+2	-5 ↓	-8 ↓	-7 ↓
	I have a choice in deciding how I do my work	<div style="display: flex; width: 100%;"><div style="width: 58%; background-color: #006633;"></div><div style="width: 30%; background-color: #99ccff;"></div><div style="width: 12%; background-color: #cc0000;"></div></div> 58 30 12	58%	-3	-2	-8 ↓	-9 ↓
	I receive the respect I deserve from my colleagues at work	<div style="display: flex; width: 100%;"><div style="width: 74%; background-color: #006633;"></div><div style="width: 21%; background-color: #99ccff;"></div><div style="width: 5%; background-color: #cc0000;"></div></div> 74 21 5	74%	+3	-6 ↓	-7 ↓	-7 ↓
	I am clear what my duties and responsibilities are	<div style="display: flex; width: 100%;"><div style="width: 71%; background-color: #006633;"></div><div style="width: 21%; background-color: #99ccff;"></div><div style="width: 7%; background-color: #cc0000;"></div></div> 71 21 7	71%	-5 ↓	-10 ↓	-9 ↓	-9 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



INCLUSION AND WELLBEING



**EXPLORE
THE FULL
RESULTS**

	RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
To what extent is your work emotionally demanding?						
To a very large extent		10%	-	+1	+2	+1
To a large extent		25%	-	+3	+4	+3
Somewhat		39%	-	-1	-1	0
To a small extent		19%	-	-2	-3	-2
To a very small extent		7%	-	-2	-3	-2
I feel burned out by my work.						
Strongly agree		12%	-	+2	+2	+2
Agree		28%	-	+1	0	0
Neither agree nor disagree		36%	-	+1	+2	+2
Disagree		20%	-	-4	-4	-3
Strongly disagree		4%	-	-1	-1	-1
KEY			AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR		

INCLUSION AND WELLBEING



**EXPLORE
THE FULL
RESULTS**

	RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Has there been a change in your general health and wellbeing since COVID-19 (27 February 2020)?						
Very positive change		3%	-	-1	0	0
Positive change		15%	-	-2	-2	-2
No change		45%	-	-2	0	0
Negative change		33%	-	+4	+1	+2
Very negative change		3%	-	0	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

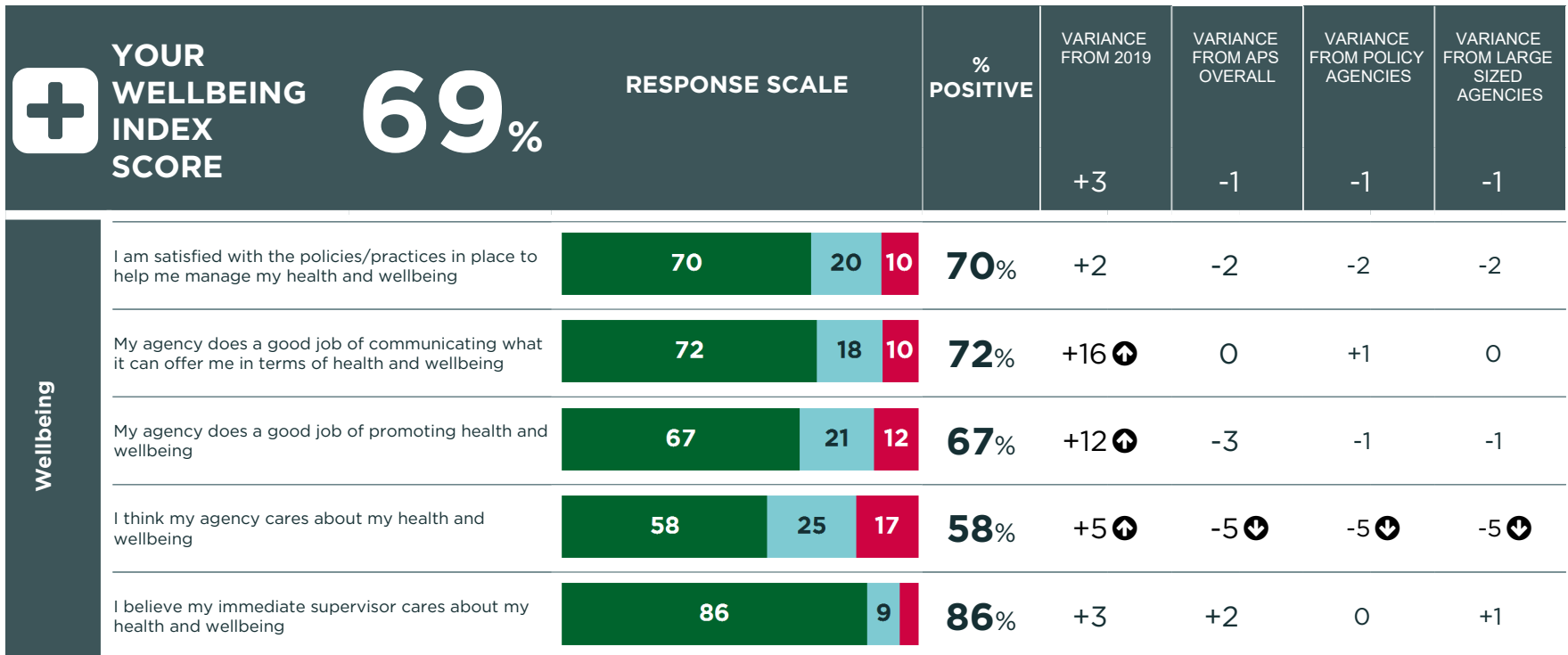
WELLBEING INDEX



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF WELLBEING FOR EMPLOYEES WITHIN AN ORGANISATION. IT MEASURES BOTH THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.

HIGH LEVELS OF ENGAGEMENT WILL NOT BE SUSTAINABLE AND WILL LEAD TO BURN OUT WITHOUT RECIPROCALLY STRONG LEVELS OF WELLBEING.



WORKPLACE CONDITIONS



EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Your job	My job gives me opportunities to utilise my skills		80%	+5 ↑	-5 ↓	-7 ↓	-6 ↓
	I am fairly remunerated (e.g. salary, superannuation) for the work that I do		78%	+7 ↑	+11 ↑	+1	+5 ↑
	I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		77%	0	-1	-4	-3
	I am satisfied with the stability and security of my job		83%	+10 ↑	+2	-2	+3

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

WORKGROUP PERFORMANCE



EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
Workgroup performance	When changes occur, the impacts are communicated well within my workgroup	58 19 23	58%	-	-9 ↓	-11 ↓	-9 ↓
	The people in my workgroup cooperate to get the job done	83 10 8	83%	+3	-4	-6 ↓	-5 ↓
	My workgroup can readily adapt to new priorities and tasks	80 12 8	80%	-	-6 ↓	-7 ↓	-6 ↓
	My workgroup has the appropriate skills, capabilities and knowledge to perform well	72 17 11	72%	+8 ↑	-10 ↓	-11 ↓	-10 ↓
	My workgroup has the tools and resources we need to perform well	54 22 24	54%	+3	-11 ↓	-13 ↓	-10 ↓
	The people in my workgroup use time and resources efficiently	69 19 12	69%	+10 ↑	-9 ↓	-9 ↓	-9 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	82 12	82%	+7 ↑	-3	-5 ↓	-4

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

PRODUCTIVITY AND WAYS OF WORKING



EXPLORE
THE FULL
RESULTS

RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
----------------	---	--------------------	---------------------------	-------------------------------	------------------------------------

How has your productivity changed since COVID-19 (Since 27 February 2020)?

Significantly improved		11%	-	-1	0	-1
Improved		40%	-	+3	+1	+1
No change		42%	-	0	0	+1
Reduced		6%	-	-2	-1	-1
Significantly reduced		1%	-	-1	0	0

What best describes your current workload?

Well above capacity - too much work		29%	-	+9	+7	+6
Slightly above capacity - lots of work to do		41%	-	+1	-2	-2
At capacity - about the right amount of work to do		24%	-	-8	-4	-4
Slightly below capacity - available for more work		6%	-	-1	-1	0
Below capacity - not enough work		1%	-	-1	-1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PRODUCTIVITY AND WAYS OF WORKING



EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Responding to change	My workgroup successfully adapts to new ways of working when required (e.g. in response to crises such as COVID-19)	<div style="display: flex; justify-content: space-between;"><div style="width: 87%; background-color: #006633; text-align: center;">87</div><div style="width: 10%; background-color: #99d9e1; text-align: center;">10</div></div>	87%	-	-2	-3	-3
	My workgroup has used the COVID-19 crisis to improve the way we work	<div style="display: flex; justify-content: space-between;"><div style="width: 55%; background-color: #006633; text-align: center;">55</div><div style="width: 35%; background-color: #99d9e1; text-align: center;">35</div><div style="width: 10%; background-color: #d93025; text-align: center;">10</div></div>	55%	-	-10 ↓	-12 ↓	-12 ↓
	My agency quickly adapts and responds to changing priorities (e.g. in response to crises such as COVID-19)	<div style="display: flex; justify-content: space-between;"><div style="width: 74%; background-color: #006633; text-align: center;">74</div><div style="width: 19%; background-color: #99d9e1; text-align: center;">19</div><div style="width: 7%; background-color: #d93025; text-align: center;">7</div></div>	74%	-	-6 ↓	-5 ↓	-5 ↓
	My agency is taking actions to maintain changed ways of working implemented during the COVID-19 crisis	<div style="display: flex; justify-content: space-between;"><div style="width: 47%; background-color: #006633; text-align: center;">47</div><div style="width: 29%; background-color: #99d9e1; text-align: center;">29</div><div style="width: 24%; background-color: #d93025; text-align: center;">24</div></div>	47%	-	-17 ↓	-13 ↓	-16 ↓
	My immediate SES manager supports embedding changed ways of working implemented during the COVID-19 crisis	<div style="display: flex; justify-content: space-between;"><div style="width: 60%; background-color: #006633; text-align: center;">60</div><div style="width: 26%; background-color: #99d9e1; text-align: center;">26</div><div style="width: 14%; background-color: #d93025; text-align: center;">14</div></div>	60%	-	-5 ↓	-8 ↓	-7 ↓

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

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.

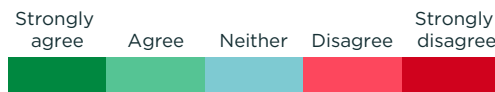
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



POSITIVE RESPONSE Neutral response Negative response

+

number of respondents who answered the question

=

% 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	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.