

## Highlights Report COMCARE



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:  
**483 of 548**

RESPONSE RATE:  
**88%**

# 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 <b>74%</b>		RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					-1	+1	+1	0
SAY	Overall, I am satisfied with my job	79	11 10	79%	0	+6 ↑	+6 ↑	+6 ↑
	I am proud to work in my agency	69	24 7	69%	-6 ↓	-6 ↓	-7 ↓	-10 ↓
	I would recommend my agency as a good place to work	69	19 12	69%	-6 ↓	+1	+5 ↑	+3
STAY	I believe strongly in the purpose and objectives of my agency	83	13	83%	-2	+1	-3	-3
	I feel a strong personal attachment to my agency	61	24 15	61%	-2	-4	-5 ↓	-6 ↓
STRIVE	I feel committed to my agency's goals	82	15	82%	-3	+1	-1	-2
	I suggest ideas to improve our way of doing things	88	10	88%	-1	+4	+2	+1
	I am happy to go the 'extra mile' at work when required	95		95%	0	+3	+3	+2
	I work beyond what is required in my job to help my agency achieve its objectives	81	15	81%	-3	-1	-2	-3
	My agency really inspires me to do my best work every day	57	30 13	57%	-1	+1	+2	0

### 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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	84	84%	-3	+5	+7	+7
My supervisor can deliver difficult advice whilst maintaining relationships	83	83%	-2	+5	+6	+6
My supervisor invites a range of views, including those different to their own	84	84%	-	+5	+7	+5
My supervisor encourages my team to regularly review and improve our work	84	84%	-2	+4	+7	+6
My supervisor is invested in my development	79	79%	0	+6	+9	+7
My immediate supervisor encourages me	82	82%	0	+6	+7	+6
My supervisor ensures that my workgroup delivers on what we are responsible for	91	91%	0	+4	+6	+5
My supervisor provides me with helpful feedback to improve my performance	81	81%	-	+7	+9	+8

## 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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	79	12	9	79%	+1	+12 ↑	+20 ↑	+14 ↑
My SES manager presents convincing arguments and persuades others towards an outcome	69	21	10	69%	-	+9 ↑	+13 ↑	+8 ↑
My SES manager promotes cooperation within and between agencies	76	18		76%	+1	+10 ↑	+16 ↑	+9 ↑
My SES manager encourages innovation and creativity	73	19	8	73%	-	+8 ↑	+15 ↑	+10 ↑
My SES manager creates an environment that enables us to deliver our best	70	18	13	70%	-	+8 ↑	+15 ↑	+9 ↑
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	83	11		83%	+4	+10 ↑	+16 ↑	+10 ↑
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
In my agency, the SES work as a team	60	28	12	60%	-5 ↓	+7 ↑	+14 ↑	+11 ↑
In my agency, the SES clearly articulate the direction and priorities for our agency	70	20	10	70%	-6 ↓	+10 ↑	+21 ↑	+15 ↑

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

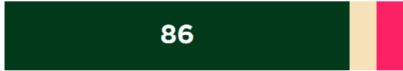






























AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My supervisor communicates effectively		86%	-1	+5 	+7 	+6 
My SES manager communicates effectively		78%	0	+8 	+17 	+10 
In my agency, communication between SES and other employees is effective		62%	-6 	+11 	+19 	+16 
Internal communication within my agency is effective		67%	-2	+10 	+17 	+13 
When changes occur, the impacts are communicated well within my workgroup		72%	-1	+6 	+8 	+6 
Staff are consulted about change at work		60%	-2	+15 	+17 	+17 
Change is managed well in my agency		50%	-1	+7 	+12 	+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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills	90	90%	0	+6	+5	+4
I have a choice in deciding how I do my work	77	77%	+3	+16	+8	+8
Where appropriate, I am able to take part in decisions that affect my job	77	77%	-	+9	+9	+7
I am clear what my duties and responsibilities are	79	79%	-5	0	0	0
I am satisfied with the recognition I receive for doing a good job	70	70%	+2	+4	+7	+4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	78	78%	-3	+13	+17	+16
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	92	92%	+2	+16	+15	+16
I am satisfied with the stability and security of my job	75	75%	+4	-5	+7	-1
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	91	91%	-	+15	+11	+13

## 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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS	65	26	9	65%	0	+1	+7	+5
I understand how my role contributes to achieving an outcome for the Australian public	88	8		88%	-3	-2	-1	-2
I believe strongly in the purpose and objectives of the APS	87	12		87%	-4	+5	+7	+5

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR






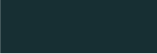




AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative





# WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>What best describes your current workload?</b>						
Well above capacity – too much work		<b>24%</b>	+7 	0	-4	-5 
Slightly above capacity – lots of work to do		<b>40%</b>	-5 	-1	+2	0
At capacity – about the right amount of work to do		<b>29%</b>	-5 	+1	+2	+4
Slightly below capacity – available for more work		<b>6%</b>	+2	0	0	+1
Well below capacity – not enough work		<b>1%</b>	+1	0	0	0

## 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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	86	86%	0	+7 ↑	+9 ↑	+9 ↑
My supervisor actively supports people from diverse backgrounds	85	85%	-	+6 ↑	+8 ↑	+8 ↑
I receive the respect I deserve from my colleagues at work	84	84%	-1	+4	+4	+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.

YOUR INNOVATION INDEX SCORE <b>69%</b>		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	89	89%	-	+2	+1	0
	My immediate supervisor encourages me to come up with new or better ways of doing things	80	80%	-	+6 ⬆	+5 ⬆	+5 ⬆
	People are recognised for coming up with new and innovative ways of working	66	66%	-	+4	+10 ⬆	+7 ⬆
	My agency inspires me to come up with new or better ways of doing things	51	51%	-11 ⬇	+3	+6 ⬆	+5 ⬆
	My agency recognises and supports the notion that failure is a part of innovation	39	39%	-	+3	+7 ⬆	+6 ⬆

KEY	⬆	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	⬇	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive	Neutral	Negative
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# 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.

YOUR WELLBEING INDEX SCORE		78%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	83	10 7	83%	-4	+15 ↑	+14 ↑	+16 ↑	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	82	11 7	82%	-7 ↓	+16 ↑	+15 ↑	+17 ↑	
	My agency does a good job of promoting health and wellbeing	82	12 7	82%	-5 ↓	+19 ↑	+17 ↑	+20 ↑	
	I think my agency cares about my health and wellbeing	77	12 11	77%	-2	+19 ↑	+14 ↑	+17 ↑	
	I believe my immediate supervisor cares about my health and wellbeing	91		91%	0	+7 ↑	+6 ↑	+6 ↑	

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR


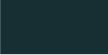



Positive Neutral Negative










# WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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## How often do you find your work stressful?

Always		4%	-	-2	-2	-3
Often		27%	-	-1	-3	-2
Sometimes		49%	-	+1	+2	+2
Rarely		18%	-	+3	+3	+3
Never		2%	-	0	0	0

## To what extent is your work emotionally demanding?

To a very large extent		8%	0	-1	-1	-1
To a large extent		18%	0	-5 	-4	-4
Somewhat		40%	+1	0	0	+1
To a small extent		24%	+4	+3	+4	+3
To a very small extent		10%	-5 	+2	+1	+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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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## I feel burned out by my work

Strongly agree		7%	+1	-2	-2	-3
Agree		21%	-2	-4	-4	-3
Neither agree nor disagree		32%	0	0	+2	+2
Disagree		32%	+2	+4	+4	+3
Strongly disagree		9%	0	+2	+1	+1

## In general, would you say that your health is:

Excellent		14%	-	+2	+1	+2
Very good		36%	-	+2	+1	+1
Good		37%	-	+2	0	+1
Fair		10%	-	-4	-2	-4
Poor		3%	-	-1	0	0

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

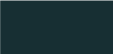
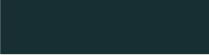





AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR


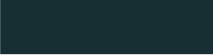



# PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance:

Excellent		29%	-	+2	+1	0
Very good		53%	-	-2	0	0
Average		14%	-	-1	-2	-1
Below average		3%	-	+1	+1	+1
Well below average		1%	-	0	0	0

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

Excellent		16%	-	+1	+3	+2
Very good		54%	-	-2	+4	0
Average		25%	-	+1	-4	0
Below average		4%	-	+1	-1	0
Well below average		1%	-	0	-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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		84%	-2	+3	+2	+2
My workgroup has the tools and resources we need to perform well		69%	-5 ↓	+6 ↑	+10 ↑	+9 ↑
The people in my workgroup use time and resources efficiently		80%	-3	+3	+3	+2
My workgroup can readily adapt to new priorities and tasks		88%	+1	+2	+4	+3
The people in my workgroup cooperate to get the job done		88%	-1	+1	+2	+1

## KEY

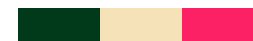


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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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		8%	-	-1	-1	-1
I want to leave my position within the next 12 months		20%	-	-2	-1	-2
I want to stay working in my position for the next one to two years		42%	-	+6	+5	+4
I want to stay working in my position for at least the next three years		29%	-	-2	-3	0

What best describes your plans involved with leaving your current position?

I am planning to retire		2%	-	-4	-3	-3
I am pursuing another position within my agency		19%	-	-23	+2	-5
I am pursuing a position in another agency		45%	-	+20	+4	+5
I am pursuing work outside the APS		15%	-	+4	-3	0
It is the end of my non-ongoing, casual or contracted employment		5%	-	+2	0	+2
Other		14%	-	+1	0	+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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM 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	17%	-	-	-	-
There is a lack of future career opportunities in my agency	16%	-	-	-	-
I wish to pursue a promotion opportunity	14%	-	-	-	-

## 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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>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?</b>						
Yes		<b>6%</b>	-1	-5 ↓	-2	-3
No		<b>94%</b>	+1	+5 ↑	+2	+3
<b>Did this discrimination occur in your current agency?</b>						
Yes		<b>86%</b>	-2	-7 ↓	-7 ↓	-6 ↓
No		<b>14%</b>	+2	+7 ↑	+7 ↑	+6 ↑
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Age		<b>32%</b>	-	-	-	-
Gender		<b>25%</b>	-	-	-	-
Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)		<b>25%</b>	-	-	-	-

## 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 SMALLER OPERATIONAL AGENCIES

VARIANCE FROM MEDIUM SIZED AGENCIES

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

Yes		6%	-3	-5 ↓	-5 ↓	-4
No		86%	+3	+4	+5 ↑	+3
Not sure		7%	0	+1	+1	+1

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		47%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		33%	-	-	-	-
Other		30%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		30%	-	-4	-11 ↓	-4
It was reported by someone else		10%	-	+3	+3	+3
I did not report the behaviour		60%	-	+1	+9 ↑	+1

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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>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?</b>						
Yes		<b>3%</b>	+1	-1	-2	-1
No		<b>91%</b>	0	+2	+4	+1
Not sure		<b>4%</b>	+1	-1	-2	0
Would prefer not to answer		<b>2%</b>	-1	-1	-1	0
<b>Types of corrupt behaviours witnessed (3 highest responses):</b>						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		<b>77%</b>	-	-	-	-
Green-lighting		<b>31%</b>	-	-	-	-
Other		<b>15%</b>	-	-	-	-
<b>Did you report the potentially corrupt behaviour?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		<b>23%</b>	-	+3	+8	+5
It was reported by someone else		<b>0%</b>	-	-15	-13	-12
I did not report the behaviour		<b>77%</b>	-	+12	+5	+7
<b>KEY</b>			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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>How do you describe your gender?</b>						
Man or male		40%	+1	+2	+2	+2
Woman or female		57%	-1	-2	-1	-1
Non-binary		0%	-	0	0	0
I use a different term		0%	-	0	0	0
Prefer not to say		4%	0	0	-1	-1
<b>Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?</b>						
Yes		2%	0	-2	-2	-1
No		98%	0	+2	+2	+1
<b>Do you have an ongoing disability?</b>						
Yes		8%	+1	-1	+1	0
No		92%	-1	+1	-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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>Do you have carer responsibilities?</b>						
Yes		<b>47%</b>	+2	+7	+8	+7
No		<b>53%</b>	-2	-7	-8	-7
<b>Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?</b>						
Yes		<b>7%</b>	0	0	-1	-1
No		<b>93%</b>	0	0	+1	+1
<b>In which country were you born?</b>						
Australia		<b>78%</b>	-	+1	+2	+1
Other country		<b>22%</b>	-	-1	-2	-1
<b>Do you speak a language other than English at home?</b>						
No, English only		<b>86%</b>	-	+5	+3	+3
Yes, other		<b>14%</b>	-	-5	-3	-3

## 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?

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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?

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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:

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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

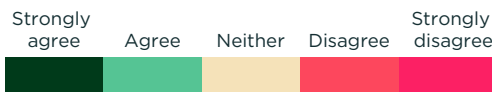
	PRIORITISE 3 AREAS FOR ACTION	TIMESCALES	OWNER	RESOURCES REQUIRED	TARGET/SUCCESS MEASURE
1					
2					
3					



# 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.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

## 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	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## 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.