

Highlights Report NMA



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RESPONSES:
169 of 224

RESPONSE RATE:
75%

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 75%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	75	75%	+1	+2	0	+1
	I am proud to work in my agency	86	86%	-2	+11↑	+3	+7↑
	I would recommend my agency as a good place to work	68	68%	-2	0	-4	-2
	I believe strongly in the purpose and objectives of my agency	88	88%	+2	+5↑	0	+1
STAY	I feel a strong personal attachment to my agency	75	75%	+1	+11↑	+4	+7↑
	I feel committed to my agency's goals	87	87%	+3	+5↑	+1	+2
STRIVE	I suggest ideas to improve our way of doing things	87	87%	-2	+3	0	-1
	I am happy to go the 'extra mile' at work when required	92	92%	-2	0	0	-1
	I work beyond what is required in my job to help my agency achieve its objectives	88	88%	0	+5↑	+4	+3
	My agency really inspires me to do my best work every day	63	63%	-2	+6↑	+3	+5↑

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges		73%	0	-6 ↓	-6 ↓	-3
My supervisor can deliver difficult advice whilst maintaining relationships		76%	+8 ↑	-2	-2	+1
My supervisor invites a range of views, including those different to their own		73%	-	-6 ↓	-7 ↓	-4
My supervisor encourages my team to regularly review and improve our work		75%	+8 ↑	-5 ↓	-4	-2
My supervisor is invested in my development		68%	+8 ↑	-6 ↓	-5 ↓	-1
My immediate supervisor encourages me		72%	+4	-3	-4	-2
My supervisor ensures that my workgroup delivers on what we are responsible for		80%	+6 ↑	-6 ↓	-6 ↓	-4
My supervisor provides me with helpful feedback to improve my performance		69%	-	-5 ↓	-4	-1

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	50	33	17	50%	+2	-17 ↓	-16 ↓	-13 ↓
My SES manager presents convincing arguments and persuades others towards an outcome	52	37	11	52%	-	-8 ↓	-9 ↓	-10 ↓
My SES manager promotes cooperation within and between agencies	55	36	9	55%	+10 ↑	-11 ↓	-11 ↓	-10 ↓
My SES manager encourages innovation and creativity	54	35	11	54%	-	-10 ↓	-9 ↓	-9 ↓
My SES manager creates an environment that enables us to deliver our best	45	37	18	45%	-	-17 ↓	-17 ↓	-15 ↓
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	60	30	9	60%	+3	-13 ↓	-14 ↓	-12 ↓
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
In my agency, the SES work as a team	39	39	22	39%	-4	-14 ↓	-13 ↓	-12 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	44	30	26	44%	-10 ↓	-16 ↓	-15 ↓	-12 ↓

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My supervisor communicates effectively		76%	+7	-5	-6	-3
My SES manager communicates effectively		49%	-7	-20	-20	-19
In my agency, communication between SES and other employees is effective		33%	-12	-18	-16	-16
Internal communication within my agency is effective		44%	-10	-14	-14	-12
When changes occur, the impacts are communicated well within my workgroup		65%	+6	-1	-3	-2
Staff are consulted about change at work		34%	-11	-11	-11	-10
Change is managed well in my agency		39%	-4	-4	-3	-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	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		85%	+2	+1	-3	-1
I have a choice in deciding how I do my work		69%	-3	+8 	-4	-4
Where appropriate, I am able to take part in decisions that affect my job		65%	-	-2	-7 	-4
I am clear what my duties and responsibilities are		76%	-2	-3	-3	-1
I am satisfied with the recognition I receive for doing a good job		71%	+1	+5 	+2	+4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		59%	0	-7 	-5 	-7 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		78%	+4	+1	-2	-1
I am satisfied with the stability and security of my job		60%	+8 	-20 	-16 	-15 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		82%	-	+7 	+1	+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	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS		46%	-6 ↓	-17 ↓	-11 ↓	-10 ↓
I understand how my role contributes to achieving an outcome for the Australian public		90%	+3	0	-1	+1
I believe strongly in the purpose and objectives of the APS		72%	-4	-10 ↓	-8 ↓	-8 ↓

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		31%	+4	+7	+5	+5
Slightly above capacity – lots of work to do		37%	-1	-4	-6	-4
At capacity – about the right amount of work to do		29%	+6	+1	+3	+3
Slightly below capacity – available for more work		2%	-8	-3	-2	-3
Well below capacity – not enough work		1%	-2	-1	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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		80%	-4	+1	-1	+4
My supervisor actively supports people from diverse backgrounds		79%	-	-1	0	+3
I receive the respect I deserve from my colleagues at work		75%	-1	-6 ↓	-5 ↓	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

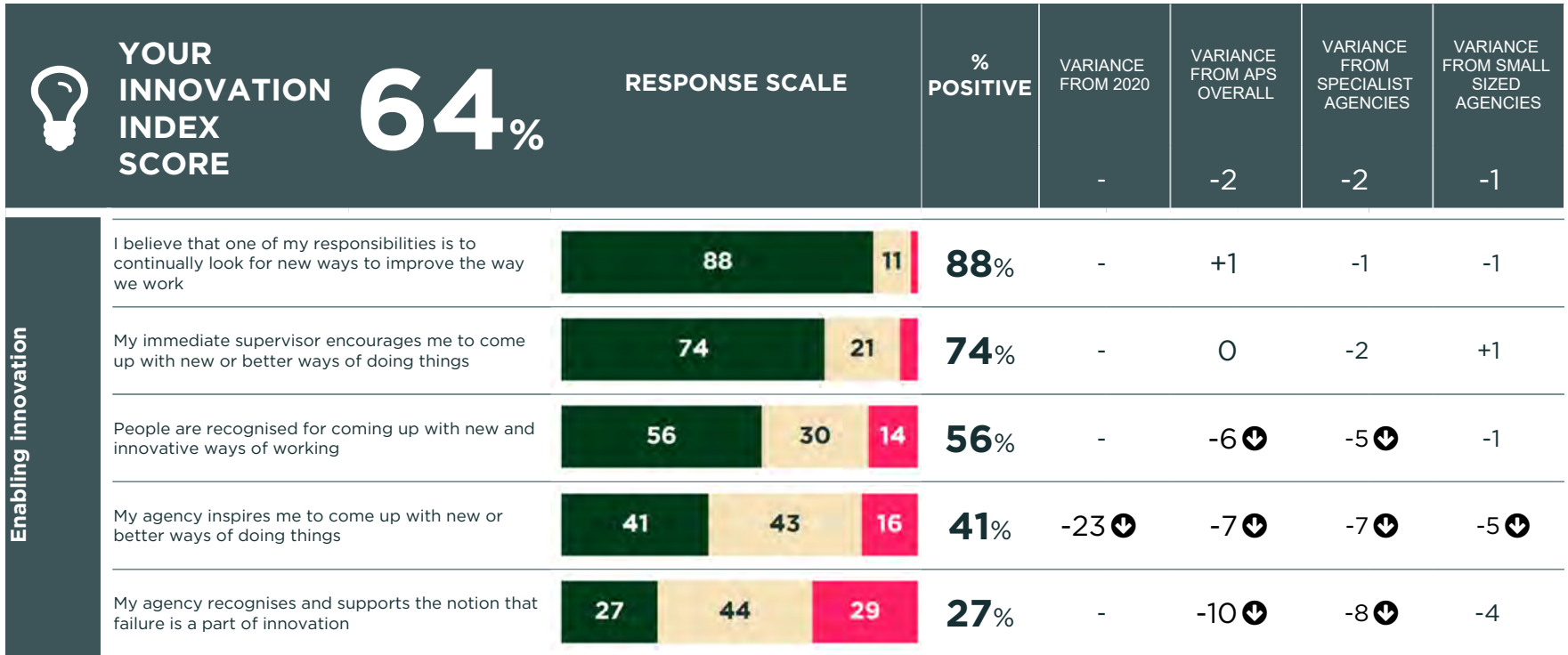


ENABLING INNOVATION



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.

YOUR WELLBEING INDEX SCORE		71%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	68	19	13	68%	-9 ↓	0	-3	0
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	77	17		77%	-11 ↓	+11 ↑	+7 ↑	+8 ↑
	My agency does a good job of promoting health and wellbeing	74	20		74%	-14 ↓	+12 ↑	+8 ↑	+8 ↑
	I think my agency cares about my health and wellbeing	66	23	11	66%	-6 ↓	+8 ↑	+1	+1
	I believe my immediate supervisor cares about my health and wellbeing	83	9	7	83%	+2	0	-3	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR


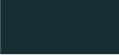



Positive Neutral Negative








WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		6%	-	+1	+2	+1
Often		30%	-	+1	+3	+2
Sometimes		44%	-	-4	-6 ↓	-4
Rarely		18%	-	+2	+1	+1
Never		2%	-	0	0	0

To what extent is your work emotionally demanding?

To a very large extent		12%	+2	+4	+6 ↑	+5 ↑
To a large extent		26%	+5 ↑	+3	+6 ↑	+5 ↑
Somewhat		36%	-11 ↓	-4	-4	-3
To a small extent		18%	-1	-4	-7 ↓	-6 ↓
To a very small extent		8%	+4	+1	-1	-1

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		9%	-4	0	+1	0
Agree		31%	+1	+6	+7	+7
Neither agree nor disagree		28%	-1	-3	-2	-1
Disagree		25%	0	-3	-5	-5
Strongly disagree		8%	+4	0	0	-1
In general, would you say that your health is:						
Excellent		14%	-	+2	+1	0
Very good		42%	-	+7	+6	+5
Good		25%	-	-11	-10	-8
Fair		14%	-	-1	0	0
Poor		6%	-	+2	+3	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

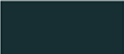






AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






PERFORMANCE

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

Excellent		31%	-	+4	+2	+2
Very good		51%	-	-4	-4	-1
Average		14%	-	-1	+1	-2
Below average		3%	-	+1	+1	0
Well below average		1%	-	0	0	0

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

Excellent		13%	-	-2	-4	-5 ⬇️
Very good		61%	-	+5 ⬆️	+4	+7 ⬆️
Average		18%	-	-6 ⬇️	-3	-4
Below average		5%	-	+2	+2	+2
Well below average		3%	-	+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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		81%	-2	0	-3	-3
My workgroup has the tools and resources we need to perform well		52%	-7↓	-11↓	-10↓	-8↓
The people in my workgroup use time and resources efficiently		71%	+2	-6↓	-9↓	-7↓
My workgroup can readily adapt to new priorities and tasks		81%	-2	-5↓	-6↓	-5↓
The people in my workgroup cooperate to get the job done		84%	+3	-3	-5↓	-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 SPECIALIST AGENCIES	VARIANCE FROM SMALL 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		7%	-	-3	-1	-2
I want to leave my position within the next 12 months		16%	-	-6 ↓	-5 ↓	-6 ↓
I want to stay working in my position for the next one to two years		41%	-	+5 ↑	+2	+4
I want to stay working in my position for at least the next three years		36%	-	+4	+4	+4

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

I am planning to retire		6%	-	0	0	+1
I am pursuing another position within my agency		14%	-	-28 ↓	-14 ↓	-4
I am pursuing a position in another agency		36%	-	+11 ↑	+3	-9 ↓
I am pursuing work outside the APS		19%	-	+8 ↑	+4	+2
It is the end of my non-ongoing, casual or contracted employment		8%	-	+5 ↑	+2	+4
Other		17%	-	+4	+5 ↑	+6 ↑

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (3 highest responses):					
There is a lack of future career opportunities in my agency	36%	-	-	-	-
I am looking to further my skills in another area	12%	-	-	-	-
Senior leadership is of a poor quality	12%	-	-	-	-

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL 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%	+2	+4	+7	+5
No		84%	-2	-4	-7	-5
Did this discrimination occur in your current agency?						
Yes		92%	+5	-2	0	-1
No		8%	-5	+2	0	+1
Basis for the discrimination that you experienced (3 highest responses):						
Gender		36%	-	-	-	-
Race		28%	-	-	-	-
Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)		20%	-	-	-	-

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 SPECIALIST AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		18%	+1	+6	+9	+6
No		71%	-2	-10	-14	-11
Not sure		11%	+1	+4	+5	+5

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		50%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		50%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		25%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		43%	-	+9	+13	+7
It was reported by someone else		7%	-	0	+1	+2
I did not report the behaviour		50%	-	-9	-14	-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 SPECIALIST AGENCIES	VARIANCE FROM SMALL 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		6%	+3	+2	+3	+2
No		81%	-6 ↓	-8 ↓	-9 ↓	-6 ↓
Not sure		9%	+2	+4	+4	+4
Would prefer not to answer		4%	0	+1	+1	+1
Types of corrupt behaviours witnessed (3 highest responses):						
Fraud, forgery or embezzlement		50%	-	-	-	-
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		50%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		20%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		0%	-	-20 ↓	-14 ↓	-21 ↓
It was reported by someone else		10%	-	-5 ↓	+1	-6 ↓
I did not report the behaviour		90%	-	+25 ↑	+13 ↑	+27 ↑
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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male		31%	+2	-6 ↓	-11 ↓	-6 ↓
Woman or female		63%	-5 ↓	+4	+10 ↑	+6 ↑
Non-binary		2%	-	+2	+2	+2
I use a different term		0%	-	0	0	0
Prefer not to say		3%	+1	0	-1	-2
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		4%	+1	0	+2	+2
No		96%	-1	0	-2	-2
Do you have an ongoing disability?						
Yes		11%	+2	+1	+4	+3
No		89%	-2	-1	-4	-3

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		32%	-2	-7 ↓	-8 ↓	-8 ↓
No		68%	+2	+7 ↑	+8 ↑	+8 ↑
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		13%	+4	+6 ↑	+4	+4
No		87%	-4	-6 ↓	-4	-4
In which country were you born?						
Australia		81%	-	+4	+5 ↑	+5 ↑
Other country		19%	-	-4	-5 ↓	-5 ↓
Do you speak a language other than English at home?						
No, English only		89%	-	+8 ↑	+7 ↑	+4
Yes, other		11%	-	-8 ↓	-7 ↓	-4

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.



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

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	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.