



Highlights Report DTA



CONTENT	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and Change	6
Workplace Conditions	7
Inclusion	9
Enabling Innovation	10
Wellbeing Policies and Support	11
Wellbeing	12
Performance	14
Retention	16
Unacceptable Behaviour	18
Demographics	21
Agency Position	22
Suggested Questions to Focus On	24
Agency Specific Questions	25
Time to Take Action	27
Guide to this Report	28

RESPONSES:
208 of 217

RESPONSE RATE:
96%

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 IS MORE THAN SIMPLY JOB SATISFACTION OR COMMITMENT TO AN ORGANISATION. IT IS THE EXTENT TO WHICH EMPLOYEES ARE MOTIVATED, INSPIRED AND ENABLED TO IMPROVE AN ORGANISATION'S OUTCOMES.

YOUR EMPLOYEE ENGAGEMENT INDEX SCORE		70	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
SAY	Overall, I am satisfied with my job	73	18	10	73%	-1	0	-2	-3
	I am proud to work in my agency	63	22	15	63%	-1	-13	-14	-17
	I would recommend my agency as a good place to work	59	23	17	59%	+3	-9	-7	-10
	I believe strongly in the purpose and objectives of my agency	71	20	9	71%	+2	-13	-15	-16
STAY	I feel a strong personal attachment to my agency	45	31	24	45%	-5	-15	-15	-18
	I feel committed to my agency's goals	73	21		73%	-1	-10	-12	-12
STRIVE	I suggest ideas to improve our way of doing things	94			94%	0	+7	+5	+5
	I am happy to go the 'extra mile' at work when required	93			93%	-2	+3	+1	+1
	I work beyond what is required in my job to help my agency achieve its objectives	80	17		80%	0	0	-3	-1
	My agency really inspires me to do my best work every day	52	30	18	52%	0	-6	-7	-9

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP - IMMEDIATE SUPERVISOR



IMMEDIATE SUPERVISOR

THE IMMEDIATE SUPERVISOR SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SUPERVISOR IN LINE WITH THE *APS LEADERSHIP CAPABILITY FRAMEWORK*.

YOUR IMMEDIATE SUPERVISOR INDEX SCORE		78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	79	12 9	79%	0	0	0	0	
	My supervisor can deliver difficult advice whilst maintaining relationships	76	14 10	76%	-4	-2	-3	-3	
	My supervisor invites a range of views, including those different to their own	84	10	84%	+4	+2	+2	+1	
	My supervisor encourages my team to regularly review and improve our work	83	10	83%	+3	+2	+3	+2	
	My supervisor is invested in my development	78	14 8	78%	+1	+2	+2	+1	
	My supervisor ensures that my workgroup delivers on what we are responsible for	90		90%	-2	+3	+3	+3	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	74	14 12	74%	-1	-3	-3	-3	
	My immediate supervisor encourages me	82	13	82%	+3	+6	+4	+4	
KEY		AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative					

LEADERSHIP - SES MANAGER



SES MANAGER

THE SES MANAGER SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SES MANAGER IN LINE WITH THE APS LEADERSHIP CAPABILITY FRAMEWORK.

YOUR SES MANAGER LEADERSHIP INDEX SCORE		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					+1	+6 ↑	+7 ↑	+6 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	74	13	13	74%	-1	+5 ↑	+7 ↑	+5 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	74	17	10	74%	-2	+12 ↑	+13 ↑	+10 ↑
	My SES manager promotes cooperation within and between agencies	80	9	11	80%	-4	+14 ↑	+16 ↑	+12 ↑
	My SES manager encourages innovation and creativity	75	15	10	75%	-4	+11 ↑	+13 ↑	+10 ↑
	My SES manager creates an environment that enables us to deliver our best	73	15	12	73%	-3	+10 ↑	+10 ↑	+8 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	82	10	8	82%	-1	+9 ↑	+9 ↑	+6 ↑

Other similar questions

In my agency, the SES work as a team	42	27	31	42%	+3	-11 ↓	-14 ↓	-11 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	58	22	19	58%	0	-5 ↓	-6 ↓	-5 ↓
In my agency, communication between SES and other employees is effective	50	28	23	50%	+1	-4	-4	-3
My SES manager routinely promotes the use of data and evidence to deliver outcomes	75	15	10	75%	-	+10 ↑	+9 ↑	+7 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE



COMMUNICATION

THE COMMUNICATION SCORE MEASURES COMMUNICATION AT THE INDIVIDUAL, GROUP AND AGENCY LEVEL.

CHANGE

EFFECTIVE COMMUNICATION IS AN IMPORTANT PART OF ANY CHANGE PROCESS. NOTE THESE QUESTIONS DO NOT CONTRIBUTE TO THE ABOVE INDEX SCORE.

YOUR COMMUNICATION INDEX SCORE 70		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				+1	+2	+2	+1































Communication	My supervisor communicates effectively	80	11	9	80%	+2	0	0	-1
	My SES manager communicates effectively	74	16	10	74%	-3	+5 ⬆️	+7 ⬆️	+5 ⬆️
	Internal communication within my agency is effective	55	25	21	55%	-1	-2	-1	-2

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	72	16	12	72%	-1	+5 ⬆️	+3	+3
	Staff are consulted about change at work	51	37	12	51%	0	+2	+2	+2
	Change is managed well in my agency	40	35	25	40%	-3	-3	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills		79%	+1	+1	-2	-3
I have a choice in deciding how I do my work		80%	+1	+16 	+13 	+9 
Where appropriate, I am able to take part in decisions that affect my job		81%	+5 	+12 	+10 	+9 
I am clear what my duties and responsibilities are		73%	-2	-7 	-6 	-7 
I am satisfied with the recognition I receive for doing a good job		67%	-3	+1	0	-3
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		71%	-3	+19 	+17 	+15 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		81%	0	+7 	+6 	+4
I am satisfied with the stability and security of my job		81%	-6 	-1	+6 	+1
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		89%	+8 	+10 	+8 	+6 

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR





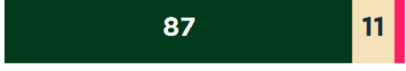


AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative










WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS		67%	+4	+5 	+4	+7 
I understand how my role contributes to achieving an outcome for the Australian public		88%	-2	-4	-4	-4
I believe strongly in the purpose and objectives of the APS		87%	+2	+3	+2	+2

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work		23%	+5 	-1	-1	-2
Slightly above capacity - lots of work to do		42%	-7 	+2	0	+1
At capacity - about the right amount of work to do		26%	+4	-3	-1	-1
Slightly below capacity - available for more work		6%	-2	+1	+1	+1
Well below capacity - not enough work		2%	0	+1	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		84%	+1	+4	+4	+5 ↑
My supervisor actively ensures that everyone can be included in workplace activities		85%	-1	+1	+2	+1
I receive the respect I deserve from my colleagues at work		77%	-3	-4	-5 ↓	-5 ↓

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		9%	+4	-5 ↓	-4	-4
Flexible hours of work		19%	+1	-9 ↓	-9 ↓	-10 ↓
Compressed work week		7%	+3	+3	+3	+3
Job sharing		0%	0	0	0	0
Working away from the office/working from home		69%	+5 ↑	+12 ↑	+5 ↑	+4
None of the above		21%	-6 ↓	-4	+1	+2

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 ENABLING INNOVATION INDEX SCORE		69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	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	86	11	86%	-5 ↓	+7 ↑	+6 ↑	+4	
	My immediate supervisor encourages me to come up with new or better ways of doing things	82	12	82%	0	+10 ↑	+9 ↑	+8 ↑	
	People are recognised for coming up with new and innovative ways of working	63	28	10	63%	-2	+5 ↑	+7 ↑	+4
	My agency inspires me to come up with new or better ways of doing things	56	34	10	56%	+2	+6 ↑	+4	+4
	My agency recognises and supports the notion that failure is a part of innovation	50	36	15	50%	0	+11 ↑	+10 ↑	+11 ↑

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 POLICIES AND SUPPORT INDEX SCORE		73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	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	69	23	8	69%	+8 ↑	+5 ↑	+3	+5 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	66	26	8	66%	+8 ↑	+4	+1	+3
	My agency does a good job of promoting health and wellbeing	69	22	9	69%	+11 ↑	+6 ↑	+4	+6 ↑
	I think my agency cares about my health and wellbeing	70	21	9	70%	+11 ↑	+9 ↑	+4	+5 ↑
	I believe my immediate supervisor cares about my health and wellbeing	89		9	89%	+1	+4	+2	+2

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 2022	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		2%	-2	-3	-2	-2
Often		22%	+1	-4	-3	-2
Sometimes		55%	-1	+6 	+6 	+5 
Rarely		19%	+2	+1	0	0
Never		1%	0	-1	-1	-1

To what extent is your work emotionally demanding?

To a very large extent		5%	-1	-3	-2	-2
To a large extent		18%	0	-3	-4	-2
Somewhat		42%	+7 	+3	+4	+4
To a small extent		28%	-6 	+4	+3	+2
To a very small extent		7%	0	-2	-2	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel burned out by my work						
Strongly agree		8%	+2	-1	0	0
Agree		21%	-5	-3	-3	-2
Neither agree nor disagree		32%	+1	0	+1	+2
Disagree		30%	0	+1	0	-1
Strongly disagree		9%	+2	+2	+2	+1
In general, would you say that your health is:						
Excellent		10%	0	0	-1	-1
Very good		38%	-1	+4	+3	+3
Good		36%	-1	-2	-2	-2
Fair		13%	+2	-2	-1	0
Poor		3%	+1	0	+1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR











AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR












PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2022	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		34%	+2	+6 	+5 	+5 
Very good		51%	-1	-3	-5 	-4
Average		13%	-2	-2	0	-1
Below average		2%	+1	0	+1	0
Well below average		0%	-1	0	0	0

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

Excellent		12%	+2	-3	-4	-5 
Very good		52%	+7 	-1	-2	-3
Average		29%	-5 	+5 	+6 	+7 
Below average		4%	-2	0	0	0
Well below average		2%	-2	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 2022	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		69%	-11↓	-9↓	-12↓	-12↓
My workgroup has the tools and resources we need to perform well		55%	-2	-4	-5↓	-4
The people in my workgroup use time and resources efficiently		78%	-3	+2	0	0
My workgroup can readily adapt to new priorities and tasks		86%	-5↓	+2	0	+2
The people in my workgroup cooperate to get the job done		88%	-5↓	+1	-1	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM 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		10%	-3	0	+1	+1
I want to leave my position within the next 12 months		33%	0	+9	+9	+10
I want to stay working in my position for the next one to two years		43%	0	+5	+5	+2
I want to stay working in my position for at least the next three years		14%	+3	-15	-16	-14
What best describes your plans involved with leaving your current position?						
I am planning to retire		2%	0	-3	-1	-2
I am pursuing another position within my agency		22%	+5	-19	-4	-5
I am pursuing a position in another agency		52%	0	+25	+14	+15
I am pursuing work outside the APS		9%	-10	-2	-4	-5
It is the end of my non-ongoing, casual or contracted employment		3%	+1	0	-3	-2
Other		11%	+4	-1	-1	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



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

ONLY THE FIVE 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 2022	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? (5 highest responses):					
I wish to pursue a promotion opportunity	29%	-	-	-	-
I am looking to further my skills in another area	10%	-	-	-	-
Senior leadership is of a poor quality	8%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	8%	-	-	-	-
There are a lack of future career opportunities in my agency	7%	-	-	-	-

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM 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		11%	-1	+1	+3	+3
No		89%	+1	-1	-3	-3
Did this discrimination occur in your current agency?						
Yes		74%	0	-18 ↓	-14 ↓	-14 ↓
No		26%	0	+18 ↑	+14 ↑	+14 ↑
Basis for the discrimination that you experienced (3 highest responses):						
Gender		48%	-	-	-	-
Disability		24%	-	-	-	-
Caring responsibilities		19%	-	-	-	-

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 OPTIONS 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 2022

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		8%	-2	-2	-2	-1
No		82%	-1	-2	-3	-4
Not sure		10%	+3	+4	+4	+5 ⬆

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

Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		47%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		40%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		40%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		50%	+18 ⬆	+15 ⬆	+11 ⬆	+15 ⬆
It was reported by someone else		19%	+13 ⬆	+11 ⬆	+11 ⬆	+9 ⬆
I did not report the behaviour		31%	-32 ⬆	-26 ⬆	-22 ⬆	-24 ⬆

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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM 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	+1	0	+1
No		85%	-5 ↓	-6 ↓	-5 ↓	-6 ↓
Not sure		5%	+2	+1	+1	+1
Would prefer not to answer		6%	+4	+3	+3	+3

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden for anonymity reasons.
It was reported by someone else	The data for this question has been hidden for anonymity reasons.
I did not report the behaviour	The data for this question has been hidden for anonymity reasons.

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	47%
Woman or female	49%
Non-binary	0%
I use a different term	0%
Prefer not to say	4%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	0%
No	100%

Do you have an ongoing disability?	Responses
Yes	9%
No	91%

Do you have carer responsibilities?	Responses
Yes	42%
No	58%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	11%
No	89%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	70%
Australian Aboriginal and/or Torres Strait Islander	0%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	14%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	6%
South-East Asian	9%
North-East Asian	3%
Southern and Central Asian	2%
North American	0%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	8%
No	79%
Not sure	14%

AGENCY POSITION



AGENCY POSITION

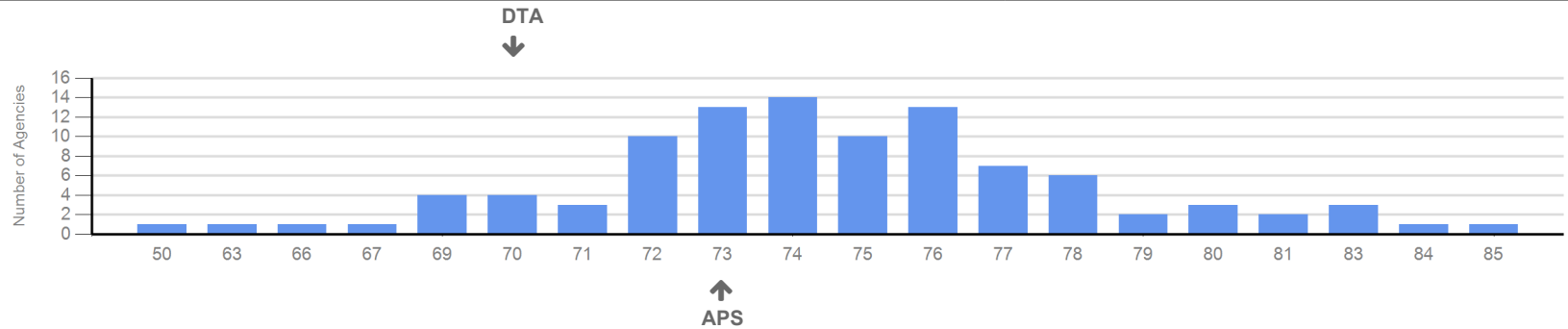
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE OVERALL APS INDEX SCORE AND THE SCORES OF OTHER AGENCIES.

ALONG THE LINE (Y-AXIS) ARE THE INDEX SCORES. THE HEIGHT OF THE BAR (X-AXIS) IS HOW MANY AGENCIES HAVE THAT INDEX SCORE.

PLEASE NOTE, THE Y-AXIS VALUES ARE NOT CONSECUTIVE AS ONLY INDEX SCORES RECEIVED BY AN AGENCY ARE REPRESENTED.

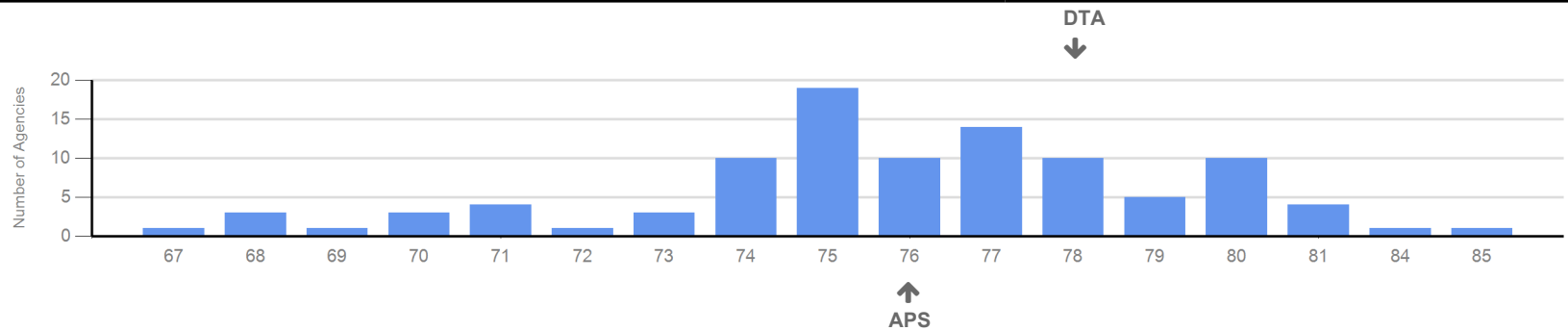
Employee Engagement Index

Ranking : 91st of 100



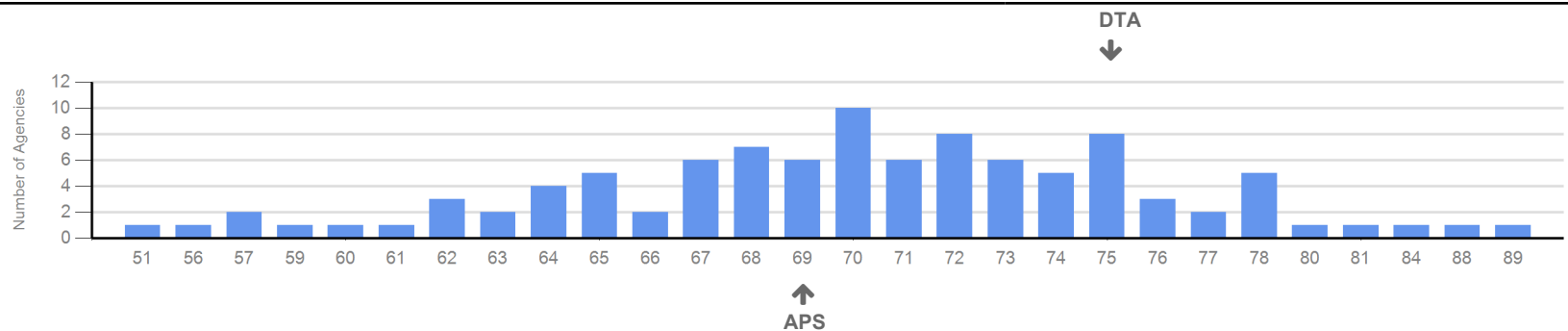
Leadership – Immediate Supervisor Index

Ranking : 31st of 100



Leadership – SES Manager Index

Ranking : 18th of 100



AGENCY POSITION



AGENCY POSITION

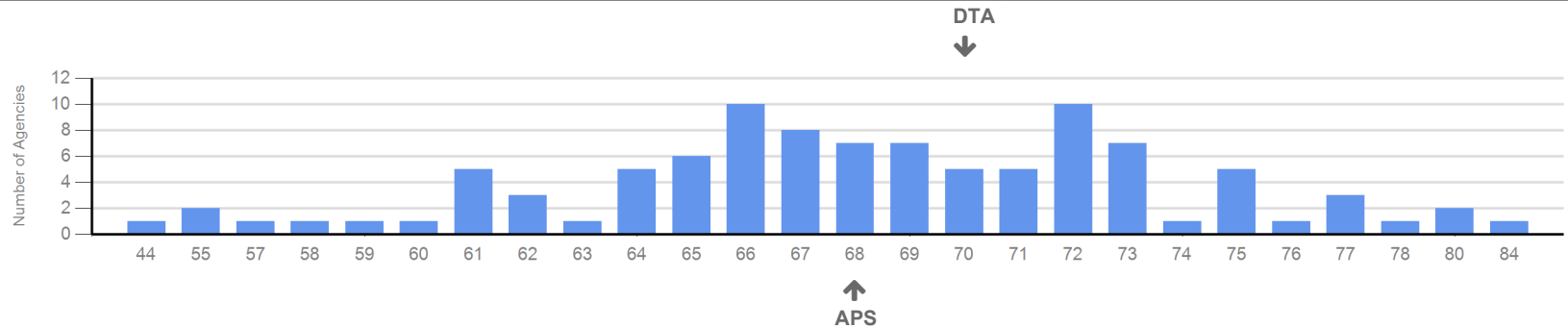
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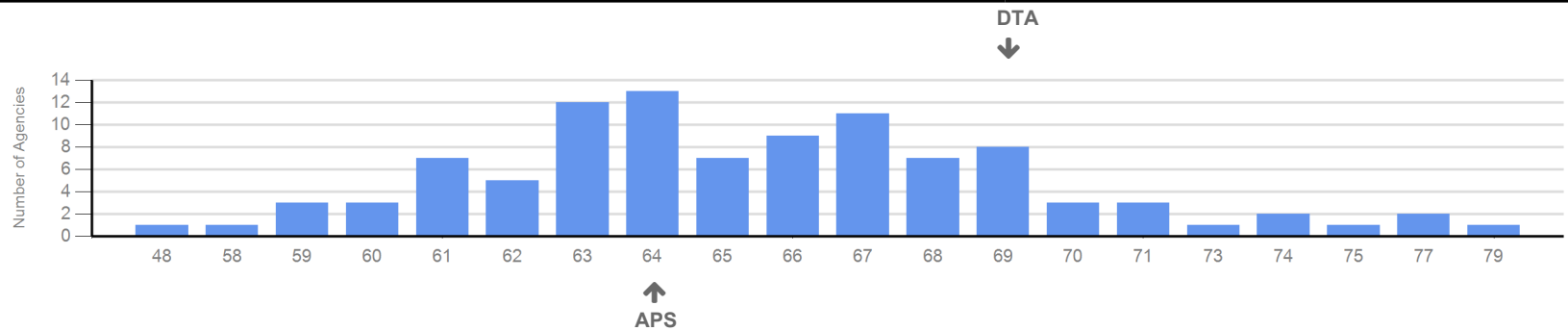
Communication Index

Ranking : 39th of 100



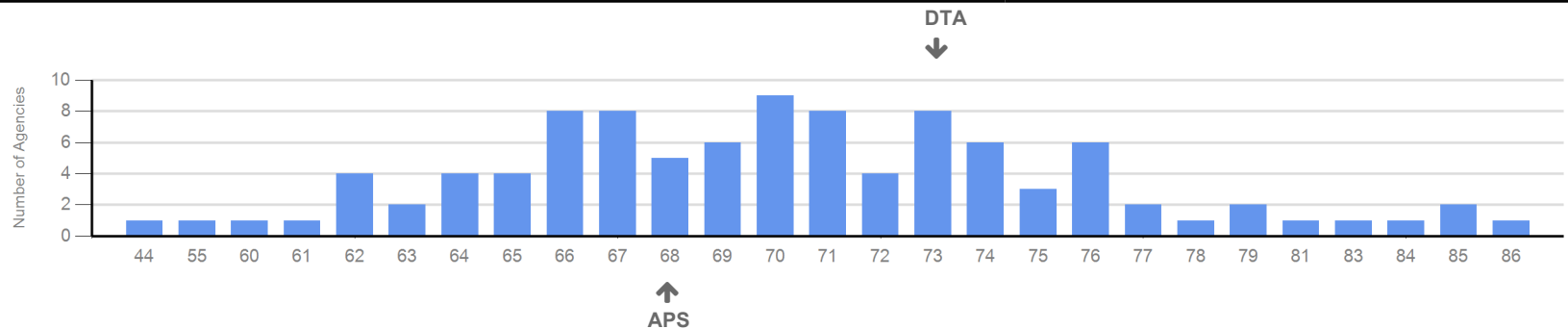
Enabling Innovation Index

Ranking : 21st of 100



Wellbeing Policies and Support Index

Ranking : 33rd of 100



SUGGESTED QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THROUGH DRIVER ANALYSIS, THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR AGENCY AND ASSOCIATED WITH EMPLOYEE ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

		AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
.1	My agency inspires me to come up with new or better ways of doing things			56%	+2	+6	+4	+4
.2	Change is managed well in my agency			40%	-3	-3	-3	-2
.3	My agency supports and actively promotes an inclusive workplace culture			84%	+1	+4	+4	+5
.4	Internal communication within my agency is effective			55%	-1	-2	-1	-2
.5	In my agency, communication between SES and other employees is effective			50%	+1	-4	-4	-3
.6	In my agency, the SES clearly articulate the direction and priorities for our agency			58%	0	-5	-6	-5

DTA SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
The Executive Board works well together to deliver outcomes	42	35	22	42%	+5 ⬆
My SES manager models the DTA's values and behaviours	83	11		83%	+18 ⬆
My immediate manager models the DTA's values and behaviours	90			90%	+2
I see a clear connection between my job and the DTA's functions	82	11		82%	+8 ⬆
I have regular two-way performance conversations with my manager	75	14	11	75%	-1
My manager acknowledges when the team (or someone in the team) does a good job	88	8		88%	-2
My team welcomes diverse opinions, even if they are different to their own	86	12		86%	-2
My SES manager engages with feedback that employees provide to them	70	19	11	70%	+22 ⬆
My SES manager applies DTA policies fairly and consistently	82	14		82%	-
My immediate manager applies DTA policies fairly and consistently	91	7		91%	-

KEY

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

Positive  Neutral  Negative 

DTA SPECIFIC QUESTIONS


	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
My immediate work area manages underperformance effectively	54	33	13	54%	+13 ↑
I am able to talk about problems and tough issues in the workplace	78	14	8	78%	+9 ↑
I feel confident and supported to raise concerns about inappropriate behaviour	80	14		80%	+1
I get value from the DTA's diversity and inclusion events	54	31	16	54%	+3
I get value from the DTA's health and wellbeing events	57	31	12	57%	-

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.

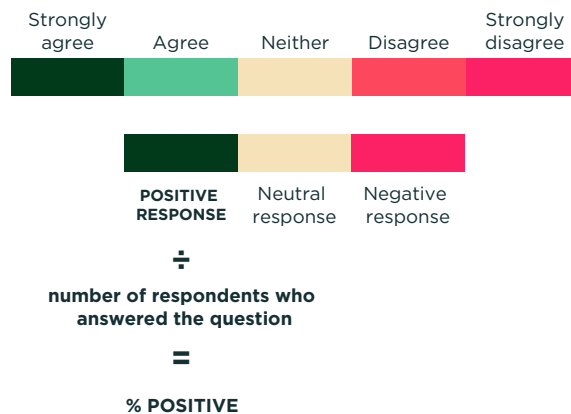
PRIORITISE 3 AREAS TO TAKE FORWARD

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

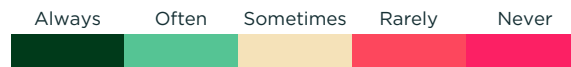
GUIDE TO THIS REPORT

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE" OR "ALWAYS" + "OFTEN") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



FOR 5 POINT SCALE QUESTIONS NOT ASKED ON THE *AGREE TO DISAGREE* SCALE THE SAME RULES APPLY, THE GREEN PERCENT REPRESENTS A **POSITIVE RESPONSE** (UNLESS THE QUESTION IS NEGATIVELY WORDED).



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 BEST 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.