



Highlights Report AIATSIS



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RESPONSES:
104 of 179
RESPONSE RATE:
58%

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		77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	75	17 9	75%	+9 ⬆️	+2	-1	+2
	I am proud to work in my agency	85	12	85%	+4	+9 ⬆️	+3	+9 ⬆️
	I would recommend my agency as a good place to work	60	27 13	60%	+12 ⬆️	-8 ⬇️	-13 ⬇️	-4
STAY	I believe strongly in the purpose and objectives of my agency	93		93%	-1	+9 ⬆️	+4	+6 ⬆️
	I feel a strong personal attachment to my agency	75	15 10	75%	-3	+15 ⬆️	+10 ⬆️	+14 ⬆️
STRIVE	I feel committed to my agency's goals	90	10	90%	+1	+7 ⬆️	+4	+7 ⬆️
	I suggest ideas to improve our way of doing things	90		90%	-3	+4	+1	+2
	I am happy to go the 'extra mile' at work when required	91		91%	+1	+1	0	+2
	I work beyond what is required in my job to help my agency achieve its objectives	79	15	79%	-1	-1	-2	-1
	My agency really inspires me to do my best work every day	65	24 11	65%	+8 ⬆️	+8 ⬆️	+4	+10 ⬆️

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	77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				+3	+1	+1	+3

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	78	17	78%	+4	-1	-1	+2
	My supervisor can deliver difficult advice whilst maintaining relationships	82	15	82%	+8 ⬆️	+4	+4	+6 ⬆️
	My supervisor invites a range of views, including those different to their own	84	10	84%	+3	+3	+1	+5 ⬆️
	My supervisor encourages my team to regularly review and improve our work	81	14	81%	+5 ⬆️	0	+1	+4
	My supervisor is invested in my development	73	20	73%	-2	-3	-3	0
	My supervisor ensures that my workgroup delivers on what we are responsible for	88	9	88%	+7 ⬆️	+1	+1	+3

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	73	18	9	73%	+1	-4	-3	-1
My immediate supervisor encourages me	79	12	8	79%	0	+4	+3	+5 ⬆️

KEY

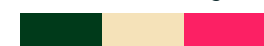


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					+11 ↑	+5 ↑	+3	+7 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	74	15	11	74%	+25 ↑	+6 ↑	+3	+10 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	76	19		76%	+26 ↑	+14 ↑	+10 ↑	+15 ↑
	My SES manager promotes cooperation within and between agencies	74	21		74%	+17 ↑	+7 ↑	+3	+9 ↑
	My SES manager encourages innovation and creativity	76	20		76%	+15 ↑	+11 ↑	+9 ↑	+14 ↑
	My SES manager creates an environment that enables us to deliver our best	76	17	7	76%	+24 ↑	+13 ↑	+9 ↑	+16 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	81	17		81%	+18 ↑	+8 ↑	+4	+10 ↑

Other similar questions

In my agency, the SES work as a team	53	32	15	53%	+18 ↑	0	0	+5 ↑
In my agency, the SES clearly articulate the direction and priorities for our agency	55	23	23	55%	+16 ↑	-8 ↓	-7 ↓	+1
In my agency, communication between SES and other employees is effective	41	29	30	41%	+16 ↑	-12 ↓	-12 ↓	-4
My SES manager routinely promotes the use of data and evidence to deliver outcomes	70	21	9	70%	-	+4	0	+8 ↑

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	66	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				+8	-2	-3	+1


































Communication	My supervisor communicates effectively	80	13	80%	+3	0	-1	+3
	My SES manager communicates effectively	84	11	84%	+31	+15	+12	+20
	Internal communication within my agency is effective	31	27	41	31%	+6	-25	-26

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	57	28	15	57%	-4	-10	-13	-9
	Staff are consulted about change at work	37	44	19	37%	+6	-12	-12	-7
	Change is managed well in my agency	25	40	35	25%	+8	-18	-16	-10

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		87%	+2	+9 	+6 	+7 
I have a choice in deciding how I do my work		70%	-6 	+6 	-5 	-1
Where appropriate, I am able to take part in decisions that affect my job		69%	-1	0	-5 	0
I am clear what my duties and responsibilities are		71%	+1	-8 	-9 	-6 
I am satisfied with the recognition I receive for doing a good job		79%	+24 	+12 	+8 	+13 
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		29%	+4	-22 	-25 	-23 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		67%	-1	-7 	-13 	-12 
I am satisfied with the stability and security of my job		74%	+12 	-8 	-5 	-1
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		79%	+2	0	-6 	-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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	49 28 22	49%	+11↑	-12↓	-8↓	-4
I understand how my role contributes to achieving an outcome for the Australian public	95	95%	-3	+3	+2	+4
I believe strongly in the purpose and objectives of the APS	72 27	72%	+1	-13↓	-12↓	-9↓

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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What best describes your current workload?




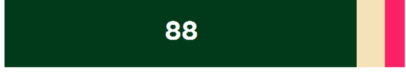





Well above capacity - too much work		46%	+6↑	+22↑	+24↑	+19↑
Slightly above capacity - lots of work to do		32%	-9↓	-8↓	-9↓	-7↓
At capacity - about the right amount of work to do		19%	+1	-11↓	-11↓	-7↓
Slightly below capacity - available for more work		3%	+1	-2	-3	-3
Well below capacity - not enough work		0%	0	-1	-1	-2














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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	 82	82%	+10 	+2	+1	+7 
My supervisor actively ensures that everyone can be included in workplace activities	 88	88%	+5 	+5 	+5 	+6 
I receive the respect I deserve from my colleagues at work	 80	80%	+2	-2	-2	+1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	 13	13%	+5 	0	-1	-1
Flexible hours of work	 31	31%	-1	+3	-4	0
Compressed work week	 5	5%	0	+1	+1	-1
Job sharing	 0	0%	0	0	0	-1
Working away from the office/working from home	 47	47%	-2	-10 	-23 	-19 
None of the above	 31	31%	-3	+5 	+14 	+12 

KEY

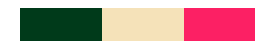


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		67	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	88	9	88%	+4	+8 ⬆️	+4	+7 ⬆️	
	My immediate supervisor encourages me to come up with new or better ways of doing things	79	16	79%	+2	+7 ⬆️	+4	+7 ⬆️	
	People are recognised for coming up with new and innovative ways of working	59	32	9	59%	+1	+1	-2	+7 ⬆️
	My agency inspires me to come up with new or better ways of doing things	56	34	10	56%	0	+6 ⬆️	+2	+7 ⬆️
	My agency recognises and supports the notion that failure is a part of innovation	33	51	16	33%	-5 ⬇️	-6 ⬇️	-7 ⬇️	-1

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		66	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	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	56	34	10	56%	+6 ↑	-8 ↓	-12 ↓	-7 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	46	34	20	46%	-5 ↓	-16 ↓	-19 ↓	-17 ↓
	My agency does a good job of promoting health and wellbeing	52	34	14	52%	+3	-11 ↓	-14 ↓	-10 ↓
	I think my agency cares about my health and wellbeing	57	29	14	57%	-1	-4	-11 ↓	-8 ↓
	I believe my immediate supervisor cares about my health and wellbeing	87	9		87%	-2	+1	-1	+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 2022	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		7%	+2	+2	+4	+3
Often		33%	-11↓	+7↑	+10↑	+7↑
Sometimes		44%	+10↑	-5↓	-6↓	-3
Rarely		13%	-2	-5↓	-8↓	-7↓
Never		2%	0	0	0	0

To what extent is your work emotionally demanding?

To a very large extent		15%	+8↑	+8↑	+9↑	+9↑
To a large extent		20%	-13↓	-1	+2	+1
Somewhat		46%	+12↑	+8↑	+8↑	+7↑
To a small extent		10%	-12↓	-13↓	-16↓	-15↓
To a very small extent		8%	+5↑	-1	-3	-2

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		15%	+4	+7	+8	+6
Agree		28%	-9	+4	+6	+4
Neither agree nor disagree		32%	+11	0	+2	+2
Disagree		18%	-7	-12	-15	-12
Strongly disagree		7%	+1	+1	-1	0
In general, would you say that your health is:						
Excellent		6%	-4	-4	-6	-5
Very good		31%	+2	-3	-5	-4
Good		39%	+1	+1	+3	+2
Fair		19%	+2	+4	+6	+5
Poor		5%	-1	+2	+2	+2

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		21%	-7 ↓	-7 ↓	-9 ↓	-6 ↓
Very good		62%	+13 ↑	+7 ↑	+8 ↑	+8 ↑
Average		16%	-3	+1	+3	0
Below average		1%	-2	-1	-1	-1
Well below average		0%	-1	-1	-1	-1

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

Excellent		5%	-10 ↓	-11 ↓	-14 ↓	-9 ↓
Very good		57%	+15 ↑	+3	+2	+7 ↑
Average		31%	-4	+6 ↑	+9 ↑	+3
Below average		8%	+3	+4	+4	+2
Well below average		0%	-4	-2	-2	-3

KEY




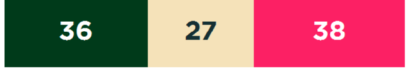










AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		75%	+6 	-3	-5 	-4
My workgroup has the tools and resources we need to perform well		36%	-2	-23 	-23 	-16 
The people in my workgroup use time and resources efficiently		79%	+5 	+4	0	+3
My workgroup can readily adapt to new priorities and tasks		82%	+9 	-1	-2	0
The people in my workgroup cooperate to get the job done		91%	+1	+3	+1	+3

KEY

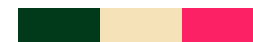


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 2022	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%	-7 ↓	-3	-1	-3
I want to leave my position within the next 12 months		28%	+3	+3	+5 ↑	+5 ↑
I want to stay working in my position for the next one to two years		31%	-5 ↓	-7 ↓	-10 ↓	-8 ↓
I want to stay working in my position for at least the next three years		35%	+9 ↑	+6 ↑	+6 ↑	+5 ↑

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

I am planning to retire		6%	+4	+1	+2	+2
I am pursuing another position within my agency		18%	+6 ↑	-23 ↓	-9 ↓	0
I am pursuing a position in another agency		29%	-12 ↓	+2	-5 ↓	-15 ↓
I am pursuing work outside the APS		9%	-3	-2	-8 ↓	-7 ↓
It is the end of my non-ongoing, casual or contracted employment		9%	+2	+6 ↑	+4	+4
Other		29%	+4	+17 ↑	+17 ↑	+17 ↑

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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I am expected to do more work than I reasonably can	21%	-	-	-	-
I wish to pursue a promotion opportunity	16%	-	-	-	-
I can receive a higher salary elsewhere	11%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	11%	-	-	-	-
I am looking to further my skills in another area	5%	-	-	-	-

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 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		22%	+5	+12	+14	+13
No		78%	-5	-12	-14	-13
Did this discrimination occur in your current agency?						
Yes		91%	-4	-1	+1	0
No		9%	+4	+1	-1	0
Basis for the discrimination that you experienced (3 highest responses):						
Gender		45%	-	-	-	-
Race		45%	-	-	-	-
Disability		27%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE 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 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		22%	+11 ↑	+11 ↑	+13 ↑	+10 ↑
No		74%	-11 ↓	-10 ↓	-13 ↓	-9 ↓
Not sure		4%	+1	-1	-1	-2

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		48%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		38%	-	-	-	-
Deliberate exclusion from work-related activities		33%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		38%	-4	+3	+6 ↑	+3
It was reported by someone else		10%	+10 ↑	+2	+2	+5 ↑
I did not report the behaviour		52%	-6 ↓	-5 ↓	-8 ↓	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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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		7%	0	+4	+4	+2
No		85%	+4	-6	-7	-2
Not sure		7%	-1	+3	+3	+2
Would prefer not to answer		1%	-3	-1	-1	-2

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	30%
Woman or female	66%
Non-binary	2%
I use a different term	1%
Prefer not to say	1%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	38%
No	63%

Do you have an ongoing disability?	Responses
Yes	16%
No	84%

Do you have carer responsibilities?	Responses
Yes	37%
No	63%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	21%
No	79%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	53%
Australian Aboriginal and/or Torres Strait Islander	36%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	9%
North-West European (excluding Anglo-European)	4%
Southern and Eastern European	0%
South-East Asian	4%
North-East Asian	2%
Southern and Central Asian	1%
North American	0%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	14%
No	76%
Not sure	10%

AGENCY POSITION



AGENCY POSITION

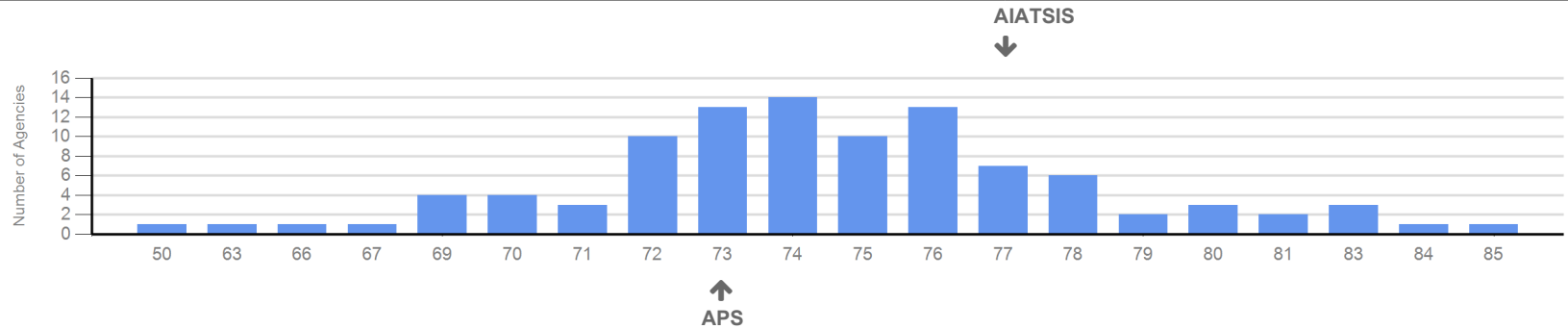
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

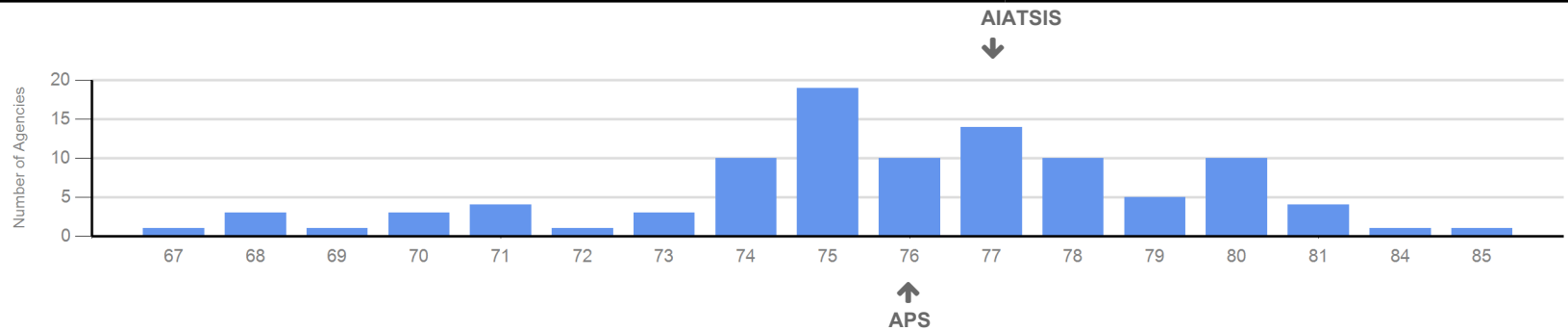
Employee Engagement Index

Ranking : 25th of 100



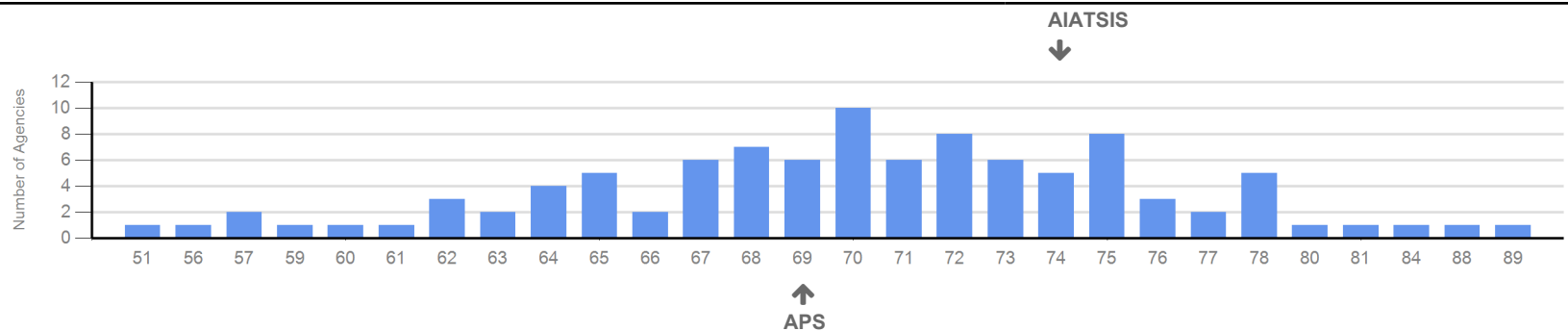
Leadership – Immediate Supervisor Index

Ranking : 42nd of 100



Leadership – SES Manager Index

Ranking : 26th of 100



AGENCY POSITION



AGENCY POSITION

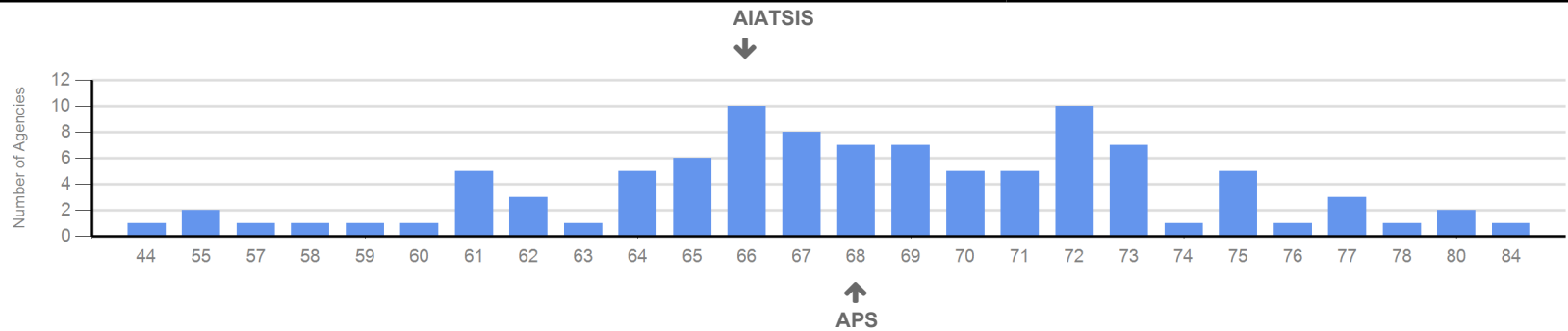
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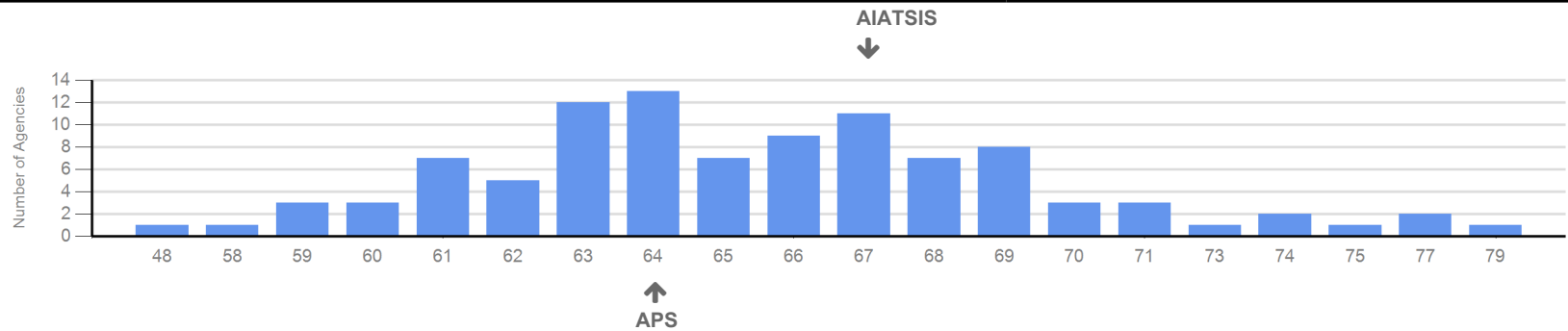
Communication Index

Ranking : 70th of 100



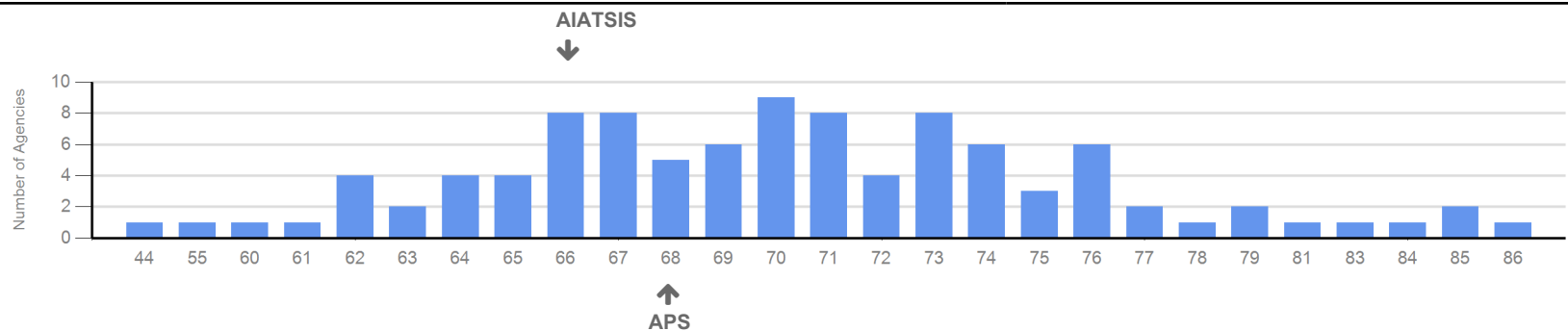
Enabling Innovation Index

Ranking : 34th of 100



Wellbeing Policies and Support Index

Ranking : 80th 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 SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
.1	My agency supports and actively promotes an inclusive workplace culture			82%	+10	+2	+1	+7
.2	Where appropriate, I am able to take part in decisions that affect my job			69%	-1	0	-5	0
.3	In my agency, the SES clearly articulate the direction and priorities for our agency			55%	+16	-8	-7	+1
.4	In my agency, communication between SES and other employees is effective			41%	+16	-12	-12	-4
.5	I am satisfied with the policies/practices in place to help me manage my health and wellbeing			56%	+6	-8	-12	-7
.6	Internal communication within my agency is effective			31%	+6	-25	-26	-16

AIATSIS SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
I understand what the cultural capabilities are to do my job effectively at AIATSIS	94	94%	-3
AIATSIS supports me to grow my understanding of Aboriginal and Torres Strait Islander peoples	87 12	87%	+5 ↑
AIATSIS promotes cultural capability	86 10	86%	+4
I understand how my job contributes to the wider objectives of AIATSIS	96	96%	+1
I feel valued as an employee of AIATSIS	60 33 7	60%	+10 ↑
I am likely to recommend AIATSIS as an employer of choice	56 31 13	56%	+8 ↑
My manager communicates expectations and feedback clearly and professionally	76 15 8	76%	+5 ↑
AIATSIS' vision and mission statement inspires me to contribute to my best work	73 23	73%	+7 ↑
My supervisor does a great job informing us about things that affect our work	79 13 7	79%	+5 ↑
I am happy with AIATSIS approach with work/life balance	60 25 15	60%	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



AIATSIS SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
I felt confident in AIATSIS' response to the COVID-19 pandemic	64	29	7	64%	-3
I am satisfied AIATSIS flexible working arrangements	59	23	19	59%	-6 ↓
My goals are clearly defined	61	30	8	61%	0
My manager gives their best to provide what I need to perform successfully	82	14	4	82%	+3
My manager supports my learning and development needs	76	21	3	76%	-10 ↓

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.

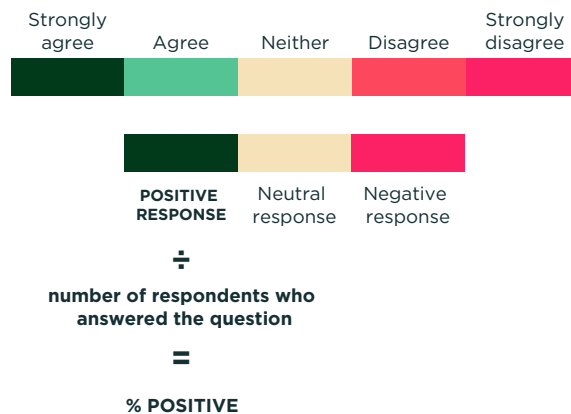
PRIORITISE 3 AREAS TO TAKE FORWARD

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

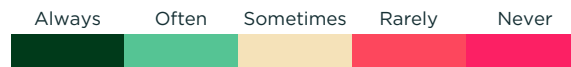
GUIDE TO THIS REPORT

% 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.