



Highlights Report AEC



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RESPONSES:
896 of 982
RESPONSE RATE:
91%

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		75	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	74	16	11	74%	+8 ⬆️	+1	-1	-2
	I am proud to work in my agency	83	13		83%	+7 ⬆️	+8 ⬆️	+7 ⬆️	+4
	I would recommend my agency as a good place to work	62	22	15	62%	+9 ⬆️	-6 ⬇️	-4	-7 ⬇️
	I believe strongly in the purpose and objectives of my agency	92	7		92%	+4	+8 ⬆️	+5 ⬆️	+4
STAY	I feel a strong personal attachment to my agency	67	22	11	67%	+12 ⬆️	+7 ⬆️	+7 ⬆️	+4
	I feel committed to my agency's goals	91	8		91%	+5 ⬆️	+8 ⬆️	+6 ⬆️	+6 ⬆️
STRIVE	I suggest ideas to improve our way of doing things	89	10		89%	+1	+2	0	0
	I am happy to go the 'extra mile' at work when required	91			91%	0	+1	0	0
	I work beyond what is required in my job to help my agency achieve its objectives	87	12		87%	-3	+6 ⬆️	+4	+5 ⬆️
	My agency really inspires me to do my best work every day	60	28	12	60%	+5 ⬆️	+3	+1	-1

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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
					+3	-1	-1	-1

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77	15	8	77%	+5 ⬆️	-2	-2	-2
	My supervisor can deliver difficult advice whilst maintaining relationships	77	15	8	77%	+3	-2	-2	-2
	My supervisor invites a range of views, including those different to their own	77	14	9	77%	+5 ⬆️	-4	-4	-6 ⬇️
	My supervisor encourages my team to regularly review and improve our work	79	14		79%	+5 ⬆️	-2	-2	-2
	My supervisor is invested in my development	75	16	9	75%	+7 ⬆️	-1	-1	-2
	My supervisor ensures that my workgroup delivers on what we are responsible for	89		8	89%	+5 ⬆️	+2	+2	+1

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	75	14	11	75%	+4	-2	-2	-2
My immediate supervisor encourages me	76	16	8	76%	+6 ⬆️	0	-1	-2

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		70	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
SES Manager	My SES manager clearly articulates the direction and priorities for our area	70	20	10	70%	+4	+2	+3	+1
	My SES manager presents convincing arguments and persuades others towards an outcome	65	26	10	65%	+4	+3	+4	+1
	My SES manager promotes cooperation within and between agencies	66	28		66%	+3	-1	+1	-2
	My SES manager encourages innovation and creativity	63	25	12	63%	+3	-2	0	-2
	My SES manager creates an environment that enables us to deliver our best	65	21	14	65%	+4	+2	+2	0
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	79	17		79%	+6 ↑	+6 ↑	+5 ↑	+3
Other similar questions									
	In my agency, the SES work as a team	70	22	8	70%	+5 ↑	+16 ↑	+14 ↑	+16 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	75	17	8	75%	+5 ↑	+12 ↑	+11 ↑	+11 ↑
	In my agency, communication between SES and other employees is effective	58	23	18	58%	+3	+5 ↑	+4	+5 ↑
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	68	25		68%	-	+3	+3	+1
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 SMALLER OPERATIONAL AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				+2	-2	-1	-2

Communication	My supervisor communicates effectively	76	14	10	76%	+2	-4	-4	-5↓
	My SES manager communicates effectively	69	19	12	69%	+2	0	+2	0
	Internal communication within my agency is effective	52	25	23	52%	+5↑	-4	-4	-5↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	68	14	18	68%	+13↑	0	-2	-1
	Staff are consulted about change at work	42	38	20	42%	+5↑	-8↓	-7↓	-8↓
	Change is managed well in my agency	43	29	28	43%	+10↑	0	0	+1

KEY	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative
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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	81 11 7	81%	+4	+3	0	-1
I have a choice in deciding how I do my work	57 31 12	57%	+4	-7 ↓	-10 ↓	-14 ↓
Where appropriate, I am able to take part in decisions that affect my job	67 17 16	67%	+6 ↑	-2	-4	-6 ↓
I am clear what my duties and responsibilities are	74 21	74%	+2	-6 ↓	-5 ↓	-6 ↓
I am satisfied with the recognition I receive for doing a good job	68 17 15	68%	+8 ↑	+1	+1	-2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	46 23 31	46%	-4	-5 ↓	-8 ↓	-9 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	60 17 23	60%	+4	-14 ↓	-15 ↓	-17 ↓
I am satisfied with the stability and security of my job	73 12 15	73%	+6 ↑	-9 ↓	-2	-7 ↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	61 15 24	61%	+4	-18 ↓	-21 ↓	-22 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



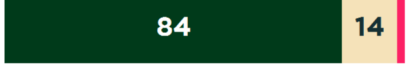


AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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		61%	+3	-1	-2	+1
I understand how my role contributes to achieving an outcome for the Australian public		96%	+2	+4	+3	+3
I believe strongly in the purpose and objectives of the APS		84%	+2	0	-1	0

	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		22%	-23 ⬇️	-2	-1	-2
Slightly above capacity - lots of work to do		43%	+8 ⬆️	+3	0	+2
At capacity - about the right amount of work to do		25%	+10 ⬆️	-4	-2	-3
Slightly below capacity - available for more work		8%	+4	+3	+3	+3
Well below capacity - not enough work		2%	0	0	+1	0

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		72%	+8 ⬆️	-8 ⬇️	-8 ⬇️	-7 ⬇️
My supervisor actively ensures that everyone can be included in workplace activities		81%	+8 ⬆️	-3	-2	-3
I receive the respect I deserve from my colleagues at work		82%	+6 ⬆️	+1	0	0

	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		15%	+9 ⬆️	+2	+2	+2
Flexible hours of work		30%	+4	+2	+2	0
Compressed work week		1%	0	-3	-3	-3
Job sharing		0%	0	0	0	0
Working away from the office/working from home		35%	+8 ⬆️	-22 ⬇️	-30 ⬇️	-31 ⬇️
None of the above		40%	-14 ⬇️	+15 ⬆️	+21 ⬆️	+21 ⬆️

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		63	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	77	17	77%	-2	-3	-4	-5 ↓
	My immediate supervisor encourages me to come up with new or better ways of doing things	69	20	69%	+4	-3	-4	-5 ↓
	People are recognised for coming up with new and innovative ways of working	52	33	52%	+5 ↑	-5 ↓	-3	-6 ↓
	My agency inspires me to come up with new or better ways of doing things	48	36	48%	0	-1	-3	-4
	My agency recognises and supports the notion that failure is a part of innovation	35	39	35%	+2	-4	-4	-4

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		67	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	57	29	14	57%	+5 ↑	-7 ↓	-9 ↓	-8 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	61	27	12	61%	+6 ↑	-1	-4	-2
	My agency does a good job of promoting health and wellbeing	58	27	15	58%	+5 ↑	-5 ↓	-8 ↓	-6 ↓
	I think my agency cares about my health and wellbeing	59	25	16	59%	+5 ↑	-2	-7 ↓	-6 ↓
	I believe my immediate supervisor cares about my health and wellbeing	84	10		84%	+6 ↑	-1	-2	-3

KEY

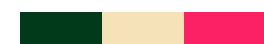


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR


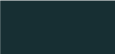




Positive Neutral Negative










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		3%	-4	-2	-2	-2
Often		29%	-4	+3	+3	+4
Sometimes		48%	+2	-1	-2	-2
Rarely		19%	+6 	0	0	-1
Never		2%	0	0	0	0

To what extent is your work emotionally demanding?

To a very large extent		5%	-10 	-3	-2	-2
To a large extent		24%	-1	+3	+2	+3
Somewhat		37%	+2	-2	-1	-1
To a small extent		25%	+7 	+1	+1	0
To a very small extent		9%	+2	0	0	-1

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		7%	-8 ↓	-2	-1	-1
Agree		24%	-4	0	0	+1
Neither agree nor disagree		28%	-1	-3	-2	-2
Disagree		33%	+9 ↑	+4	+3	+1
Strongly disagree		8%	+3	+1	0	0
In general, would you say that your health is:						
Excellent		10%	+1	0	-1	-1
Very good		35%	+1	+1	0	0
Good		38%	-1	0	0	0
Fair		15%	0	0	+1	+1
Poor		3%	-1	-1	0	-1

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		28%	-16 ↓	0	-1	-1
Very good		58%	+14 ↑	+3	+1	+3
Average		12%	+4	-3	-1	-1
Below average		2%	-1	0	0	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		21%	-12 ↓	+5 ↑	+5 ↑	+4
Very good		60%	+13 ↑	+7 ↑	+6 ↑	+5 ↑
Average		15%	+2	-9 ↓	-9 ↓	-7 ↓
Below average		3%	-2	-1	-1	-1
Well below average		1%	-2	-1	-1	-1

KEY






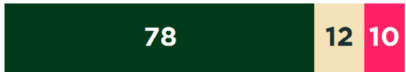






AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 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		81%	+7 	+3	+1	+1
My workgroup has the tools and resources we need to perform well		63%	+16 	+4	+3	+5 
The people in my workgroup use time and resources efficiently		78%	+5 	+2	0	0
My workgroup can readily adapt to new priorities and tasks		87%	+5 	+3	+1	+3
The people in my workgroup cooperate to get the job done		89%	+3	+2	0	0

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
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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		10%	-6 ↓	0	+1	+1
I want to leave my position within the next 12 months		25%	-5 ↓	+1	+2	+3
I want to stay working in my position for the next one to two years		35%	+8 ↑	-2	-2	-5 ↓
I want to stay working in my position for at least the next three years		29%	+3	+1	-1	+2

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

I am planning to retire		7%	+3	+2	+3	+3
I am pursuing another position within my agency		27%	+10 ↑	-14 ↓	+1	0
I am pursuing a position in another agency		34%	+2	+7 ↑	-4	-3
I am pursuing work outside the APS		13%	-2	+1	-1	-1
It is the end of my non-ongoing, casual or contracted employment		9%	-13 ↓	+6 ↑	+2	+4
Other		10%	-1	-2	-2	-3

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
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What is the primary reason behind your desire to leave your current position? (5 highest responses):

I wish to pursue a promotion opportunity		19%	-	-	-
I want to try a different type of work or I'm seeking a career change		9%	-	-	-
I am not able to access the flexible working arrangements that I require		9%	-	-	-
I can receive a higher salary elsewhere		7%	-	-	-
I am looking to further my skills in another area		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		10%	-1	-1	+1	+1
No		90%	+1	+1	-1	-1
Did this discrimination occur in your current agency?						
Yes		92%	+2	0	+4	+4
No		8%	-2	0	-4	-4
Basis for the discrimination that you experienced (3 highest responses):						
Age		34%	-	-	-	-
Gender		26%	-	-	-	-
Disability		22%	-	-	-	-

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		10%	-4	0	0	+1
No		85%	+4	0	0	-1
Not sure		5%	0	0	0	0

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		51%	-	-	-	-
Deliberate exclusion from work-related activities		36%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		34%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		36%	-2	+2	-3	+1
It was reported by someone else		7%	0	-1	-1	-3
I did not report the behaviour		57%	+3	0	+4	+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 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		3%	0	0	-1	0
No		90%	-1	-1	+1	0
Not sure		4%	0	0	0	0
Would prefer not to answer		3%	+1	+1	0	+1
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		57%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		32%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		25%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		14%	-16 ↓	-6 ↓	-4	-5 ↓
It was reported by someone else		29%	+14 ↑	+13 ↑	+11 ↑	+12 ↑
I did not report the behaviour		57%	+2	-6 ↓	-6 ↓	-7 ↓
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	65%
Non-binary	1%
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	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	11%
No	89%

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 (LGBTIQ+)?	Responses
Yes	12%
No	88%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	79%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	13%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	5%
South-East Asian	5%
North-East Asian	1%
Southern and Central Asian	2%
North American	0%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	9%
No	81%
Not sure	10%

AGENCY POSITION



AGENCY POSITION

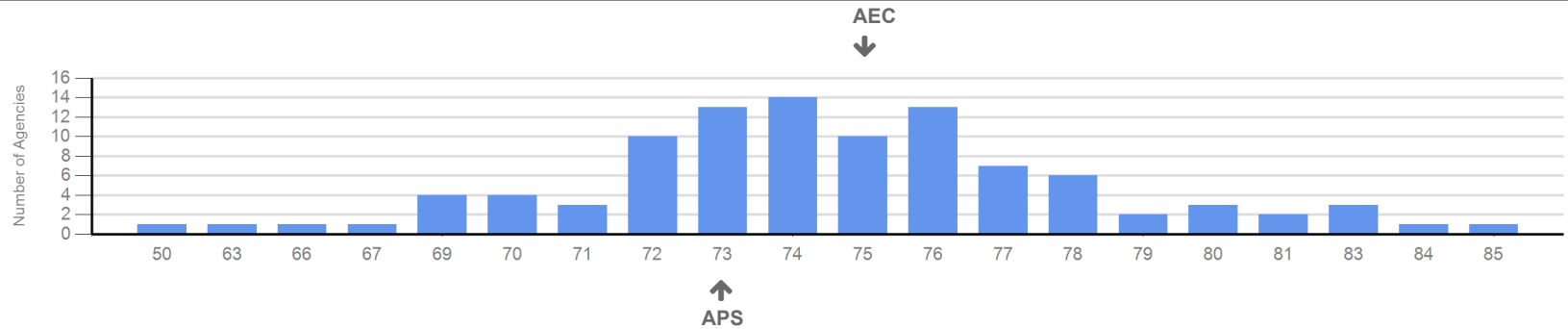
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

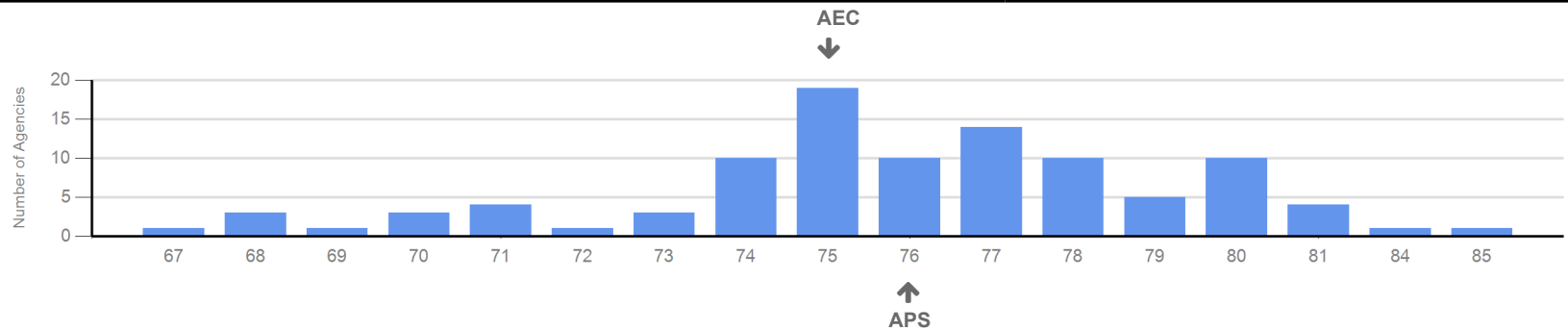
Employee Engagement Index

Ranking : 39th of 100



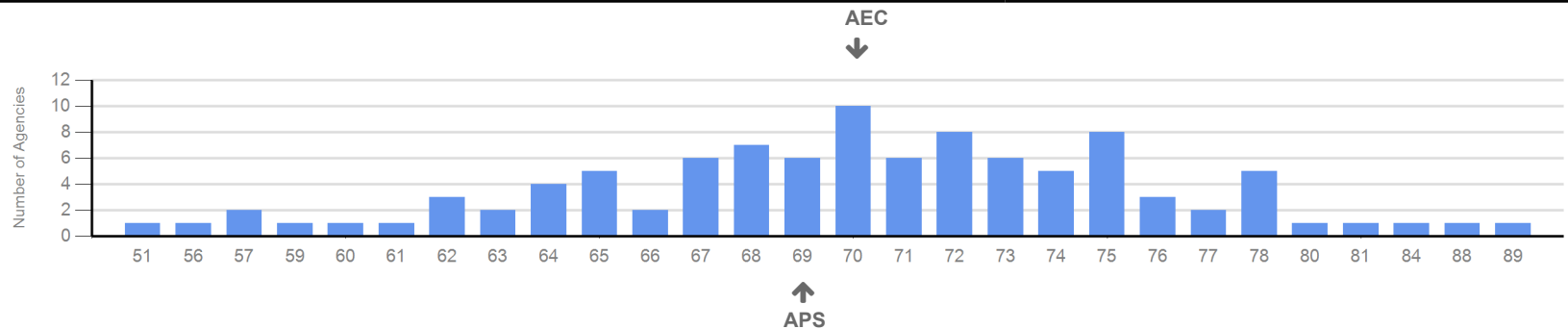
Leadership – Immediate Supervisor Index

Ranking : 58th of 100



Leadership – SES Manager Index

Ranking : 57th of 100



AGENCY POSITION



AGENCY POSITION

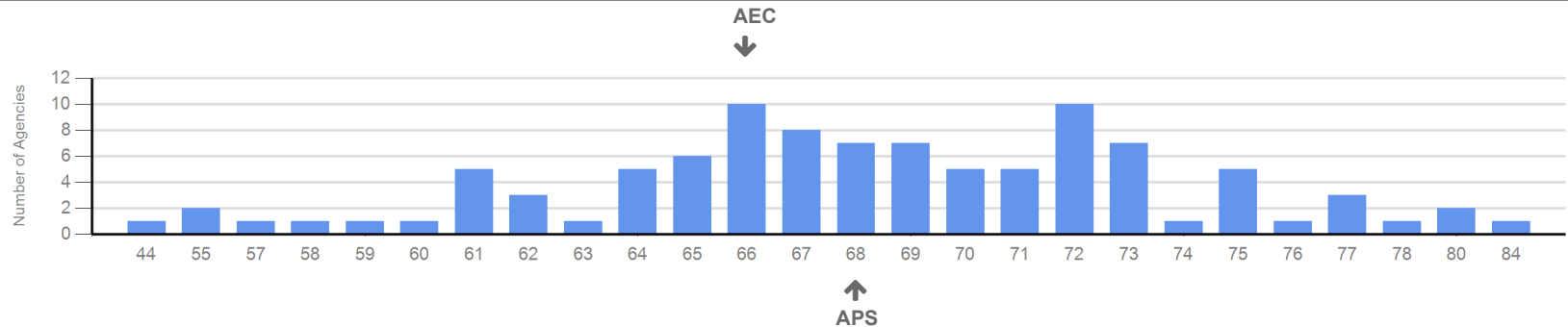
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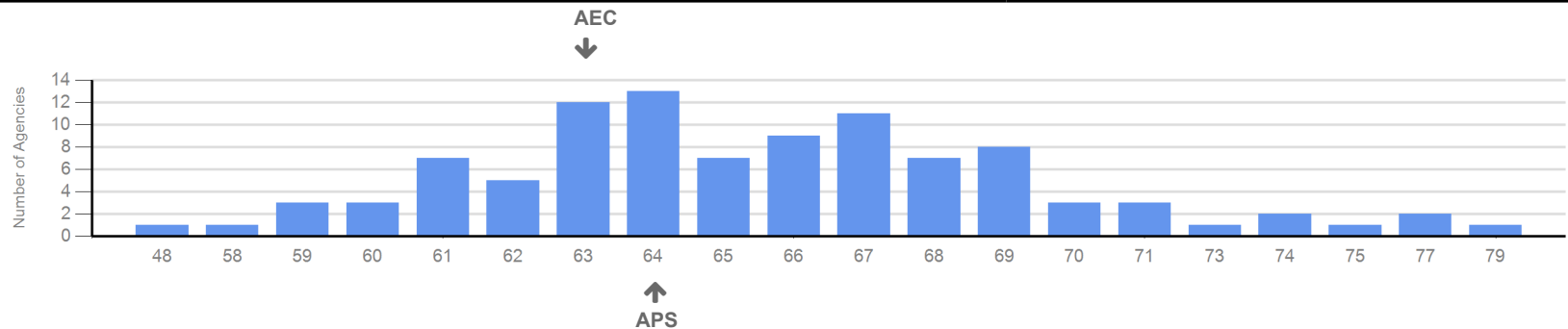
Communication Index

Ranking : 67th of 100



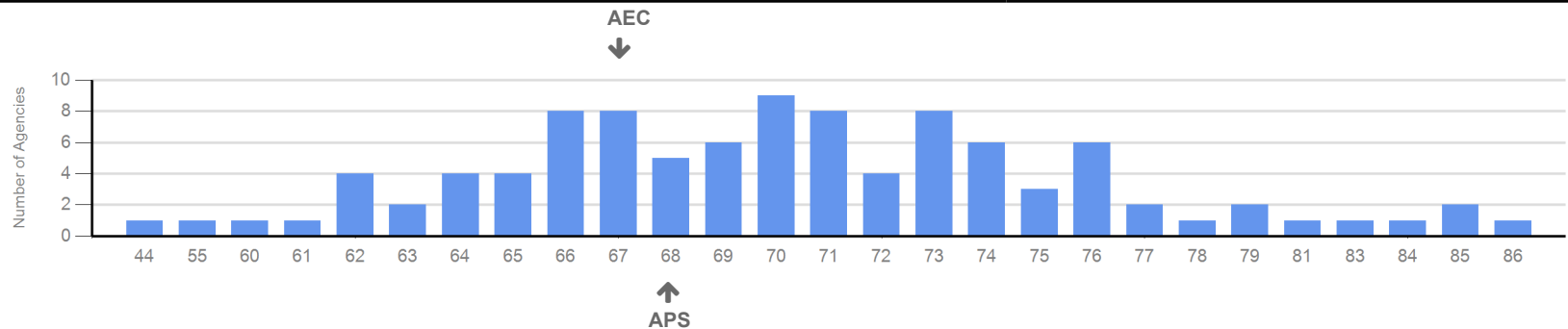
Enabling Innovation Index

Ranking : 74th of 100



Wellbeing Policies and Support Index

Ranking : 71st 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 supports and actively promotes an inclusive workplace culture			72%	+8	-8	-8	-7
.2	I am satisfied with the recognition I receive for doing a good job			68%	+8	+1	+1	-2
.3	My agency inspires me to come up with new or better ways of doing things			48%	0	-1	-3	-4
.4	Where appropriate, I am able to take part in decisions that affect my job			67%	+6	-2	-4	-6
.5	I think my agency cares about my health and wellbeing			59%	+5	-2	-7	-6
.6	My SES manager creates an environment that enables us to deliver our best			65%	+4	+2	+2	0

AEC SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
The culture at the AEC inspires high performance	62	25	14	62%	+5 ↑
I see AEC moving towards its Voter 2030 vision	65	29		65%	+19 ↑
I understand how my work contributes to the future direction of the AEC	87		10	87%	+6 ↑
In the AEC, people support each other to learn	78	14	7	78%	+9 ↑
I make time to learn and develop my skills and knowledge	81	14		81%	+3
I am supported by my supervisor to develop my skills and knowledge	80	13		80%	+4
Career development is a priority at the AEC	39	35	26	39%	+12 ↑
I understand how the AEC's values of electoral integrity through quality, agility and professionalism applies to my everyday work	93			93%	+3
I see a commitment to AEC's values of electoral integrity through quality, agility and professionalism demonstrated by my team	91		7	91%	+5 ↑
I believe organisational change is good for the AEC	83	15		83%	0

KEY

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

Positive  Neutral  Negative 

AEC SPECIFIC QUESTIONS


	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
When there is a change that affects me or my team, I am well informed about the change	54	26	20	54%	+9 ↑
In the AEC, leaders communicate change in a timely manner, before making the change	43	30	27	43%	+7 ↑
I feel empowered and supported to initiate or respond to changes effectively	52	31	16	52%	+5 ↑
I feel included in change activities and change decision making	37	34	30	37%	+3

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.

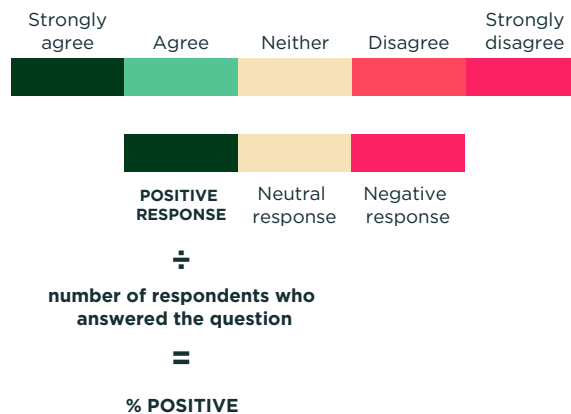
PRIORITISE 3 AREAS TO TAKE FORWARD

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

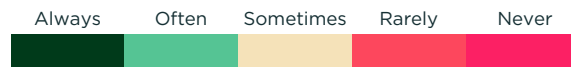
GUIDE TO THIS REPORT

% 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.