



## Highlights Report ACIC



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### RESPONSES:

662 of 918

### RESPONSE RATE:

72%

# 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.



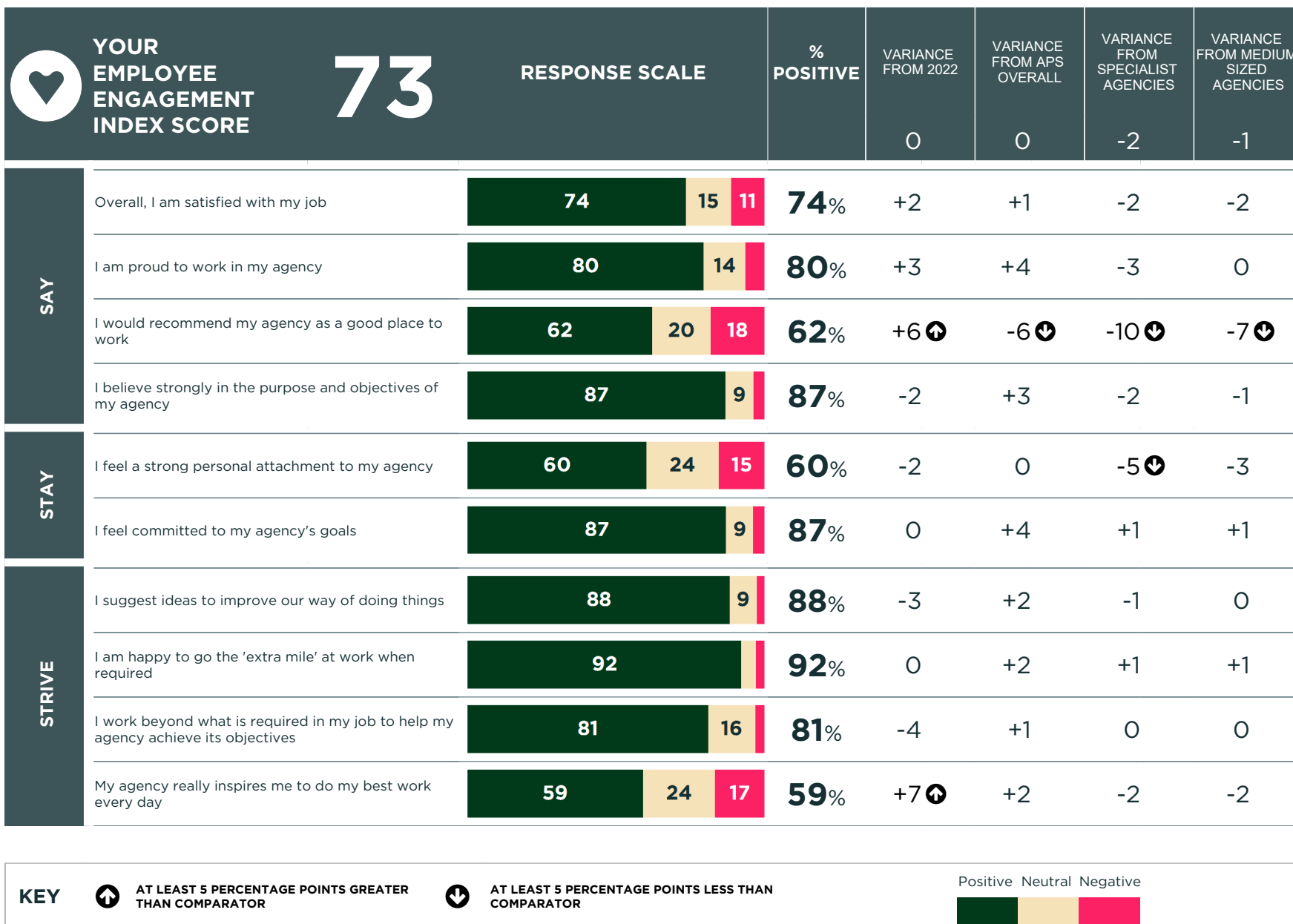
Generally a difference of  $\pm 5$  percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

# 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.



# 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	74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				+2	-2	-3	-3

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	74	14	12	74%	+4	-5⬇️	-5⬇️	-6⬇️
	My supervisor can deliver difficult advice whilst maintaining relationships	77	13	10	77%	+5⬆️	-2	-2	-2
	My supervisor invites a range of views, including those different to their own	81	11	9	81%	+3	-1	-2	-2
	My supervisor encourages my team to regularly review and improve our work	77	13	10	77%	+2	-4	-3	-4
	My supervisor is invested in my development	72	18	11	72%	+4	-4	-4	-5⬇️
	My supervisor ensures that my workgroup delivers on what we are responsible for	84	9		84%	0	-3	-4	-4

### Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	71	18	11	71%	-2	-7⬇️	-5⬇️	-6⬇️
	My immediate supervisor encourages me	73	17	10	73%	+5⬆️	-3	-4	-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		67	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
							+1	-2	-4	-3
SES Manager	My SES manager clearly articulates the direction and priorities for our area	63	21	16	63%	+4	-5⬇️	-7⬇️	-6⬇️	
	My SES manager presents convincing arguments and persuades others towards an outcome	59	30	11	59%	+5⬆️	-3	-7⬇️	-5⬇️	
	My SES manager promotes cooperation within and between agencies	66	27		66%	0	0	-5⬇️	-2	
	My SES manager encourages innovation and creativity	60	27	12	60%	+3	-4	-7⬇️	-5⬇️	
	My SES manager creates an environment that enables us to deliver our best	60	24	15	60%	+4	-3	-7⬇️	-5⬇️	
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	68	23	8	68%	+1	-5⬇️	-9⬇️	-8⬇️	
Other similar questions										
	In my agency, the SES work as a team	38	31	31	38%	+9⬆️	-15⬇️	-15⬇️	-15⬇️	
	In my agency, the SES clearly articulate the direction and priorities for our agency	52	21	27	52%	+9⬆️	-11⬇️	-10⬇️	-12⬇️	
	In my agency, communication between SES and other employees is effective	39	26	35	39%	+7⬆️	-14⬇️	-14⬇️	-14⬇️	
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	59	30	12	59%	-	-7⬇️	-11⬇️	-9⬇️	
<div>KEY</div> <div><div>⬆️</div>AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</div> <div><div>⬇️</div>AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</div> <div>Positive Neutral Negative</div> <div><div></div><div></div><div></div></div>										

# 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	64	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				+3	-5 ↓	-6 ↓	-5 ↓

Communication	My supervisor communicates effectively	76	11	12	76%	+3	-4	-5 ↓	-4
	My SES manager communicates effectively	60	23	17	60%	+3	-8 ↓	-12 ↓	-9 ↓
	Internal communication within my agency is effective	47	24	29	47%	+8 ↑	-9 ↓	-10 ↓	-10 ↓

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	62	16	22	62%	+4	-5 ↓	-8 ↓	-7 ↓
	Staff are consulted about change at work	37	36	28	37%	+7 ↑	-12 ↓	-12 ↓	-12 ↓
	Change is managed well in my agency	29	29	41	29%	+4	-14 ↓	-12 ↓	-13 ↓

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills	79 11 10	79%	-1	+1	-3	-3
I have a choice in deciding how I do my work	70 23 7	70%	-2	+6 ↑	-5 ↓	-2
Where appropriate, I am able to take part in decisions that affect my job	70 17 13	70%	-1	+1	-4	-3
I am clear what my duties and responsibilities are	75 18 7	75%	0	-5 ↓	-6 ↓	-5 ↓
I am satisfied with the recognition I receive for doing a good job	68 18 14	68%	+5 ↑	+2	-2	-1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	49 18 33	49%	-4	-2	-5 ↓	-6 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	69 15 16	69%	-4	-5 ↓	-11 ↓	-8 ↓
I am satisfied with the stability and security of my job	81 10 9	81%	+1	-1	+2	+1
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	75 13 12	75%	0	-3	-10 ↓	-8 ↓

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS	56 31 13	56%	-2	-6 ⬇	-1	-4
I understand how my role contributes to achieving an outcome for the Australian public	91	91%	0	-1	-2	-2
I believe strongly in the purpose and objectives of the APS	83 15	83%	-2	-1	-1	-2

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

Well above capacity - too much work		22%	-10 ⬇	-2	0	-2
Slightly above capacity - lots of work to do		36%	+2	-4	-5 ⬇	-5 ⬇
At capacity - about the right amount of work to do		29%	+5 ⬆	-1	-1	+1
Slightly below capacity - available for more work		10%	+2	+5 ⬆	+4	+5 ⬆
Well below capacity - not enough work		3%	0	+2	+2	+2

### KEY



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Positive Neutral Negative





# INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	<div><div>69</div><div>20</div><div>11</div></div>	69%	+2	-11⬇️	-12⬇️	-10⬇️
My supervisor actively ensures that everyone can be included in workplace activities	<div><div>79</div><div>12</div><div>9</div></div>	79%	0	-4	-5⬇️	-5⬇️
I receive the respect I deserve from my colleagues at work	<div><div>80</div><div>15</div><div></div></div>	80%	+4	-1	-2	-1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div><div></div></div>	9%	0	-5⬇️	-6⬇️	-4
Flexible hours of work	<div><div></div></div>	27%	+1	-1	-8⬇️	-2
Compressed work week	<div><div></div></div>	2%	-1	-2	-2	-2
Job sharing	<div><div></div></div>	0%	0	0	0	0
Working away from the office/working from home	<div><div></div></div>	46%	-4	-11⬇️	-24⬇️	-19⬇️
None of the above	<div><div></div></div>	38%	+3	+13⬆️	+21⬆️	+19⬆️

## KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

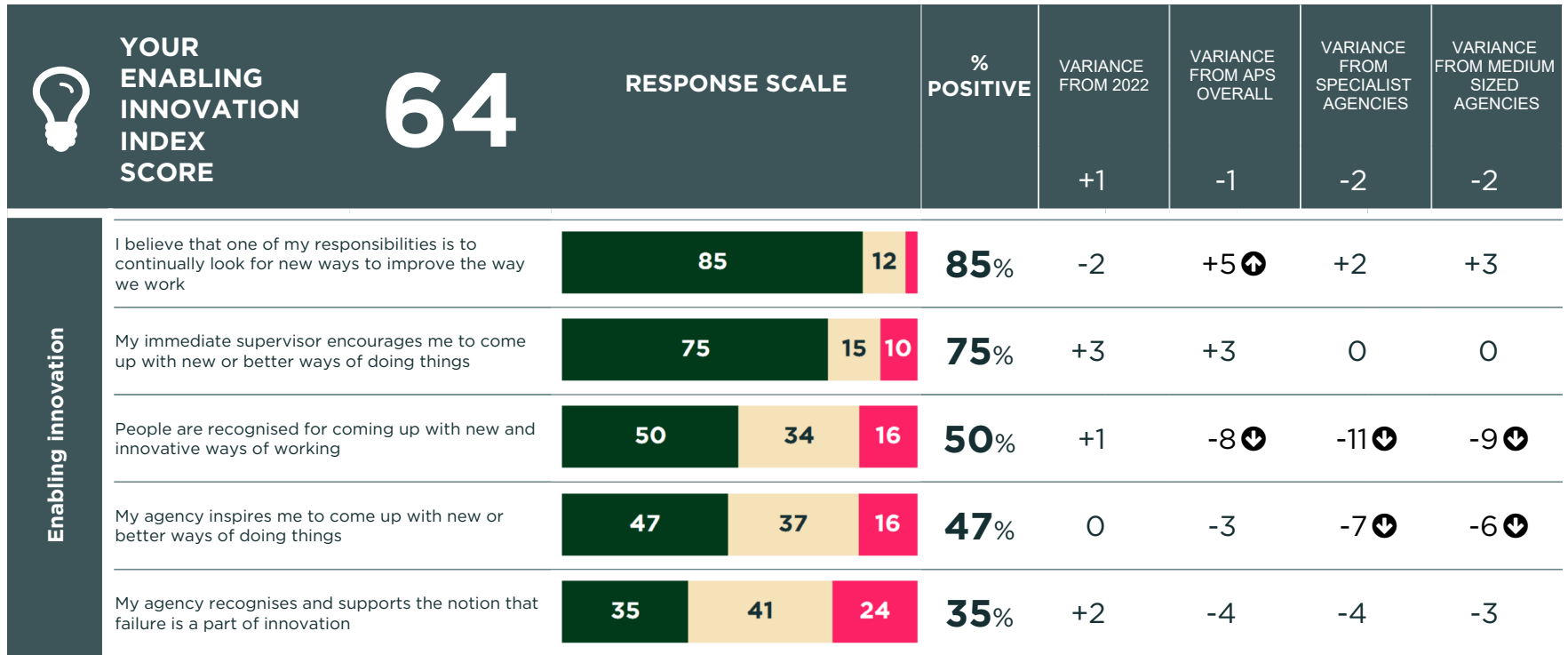


# ENABLING INNOVATION



## ENABLING INNOVATION

THE INNOVATION SCORE ASSESSES BOTH WHETHER EMPLOYEES FEEL WILLING AND ABLE TO BE INNOVATIVE, AND WHETHER THEIR AGENCY HAS A CULTURE WHICH ENABLES THEM TO BE SO.



### KEY



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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				62	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
							+2	-6 ⬇️	-9 ⬇️	-8 ⬇️
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	50	31	19	50%	+2	-14 ⬇️	-18 ⬇️	-14 ⬇️	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	45	29	26	45%	+2	-17 ⬇️	-21 ⬇️	-18 ⬇️	
	My agency does a good job of promoting health and wellbeing	46	30	24	46%	+5 ⬆️	-17 ⬇️	-19 ⬇️	-17 ⬇️	
	I think my agency cares about my health and wellbeing	52	29	19	52%	+4	-9 ⬇️	-16 ⬇️	-13 ⬇️	
	I believe my immediate supervisor cares about my health and wellbeing	86	7		86%	+3	+1	-2	-1	

### KEY



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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 MEDIUM SIZED AGENCIES
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## How often do you find your work stressful?

Always	<div></div>	2%	-2	-3	-2	-3
Often	<div></div>	21%	-2	-5 ↓	-2	-4
Sometimes	<div></div>	48%	-4	-1	-2	-2
Rarely	<div></div>	28%	+6 ↑	+10 ↑	+7 ↑	+9 ↑
Never	<div></div>	2%	+1	0	0	0

## To what extent is your work emotionally demanding?

To a very large extent	<div></div>	4%	-1	-4	-2	-3
To a large extent	<div></div>	17%	-1	-4	-1	-3
Somewhat	<div></div>	40%	-1	+2	+1	+2
To a small extent	<div></div>	28%	+5 ↑	+5 ↑	+2	+3
To a very small extent	<div></div>	11%	-1	+2	-1	+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 SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree	<div></div>	5%	-2	-4	-3	-3
Agree	<div></div>	21%	-3	-3	-1	-2
Neither agree nor disagree	<div></div>	29%	+1	-3	-1	-1
Disagree	<div></div>	36%	+4	+7 	+4	+5 
Strongly disagree	<div></div>	9%	0	+2	0	+1
<b>In general, would you say that your health is:</b>						
Excellent	<div></div>	14%	+2	+4	+2	+4
Very good	<div></div>	39%	0	+6 	+4	+5 
Good	<div></div>	35%	0	-3	-2	-3
Fair	<div></div>	10%	-2	-5 	-3	-4
Poor	<div></div>	2%	0	-1	-1	-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 SPECIALIST AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent	<div></div>	28%	+5	+1	-2	-1
Very good	<div></div>	52%	0	-3	-2	-3
Average	<div></div>	15%	-5	0	+2	+2
Below average	<div></div>	3%	0	+1	+1	+1
Well below average	<div></div>	2%	0	+1	+1	+1

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

Excellent	<div></div>	15%	+1	-1	-4	-3
Very good	<div></div>	47%	0	-7	-8	-9
Average	<div></div>	29%	-1	+5	+8	+7
Below average	<div></div>	6%	-1	+2	+3	+3
Well below average	<div></div>	3%	0	+1	+2	+2

## 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 MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	81 10 10	81%	+2	+3	0	0
My workgroup has the tools and resources we need to perform well	51 18 31	51%	+7 	-7 	-7 	-7 
The people in my workgroup use time and resources efficiently	79 13 9	79%	+1	+3	0	+1
My workgroup can readily adapt to new priorities and tasks	83 10	83%	+1	0	-2	-1
The people in my workgroup cooperate to get the job done	91	91%	+3	+3	0	+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 SPECIALIST 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	<div></div>	10%	-2	0	+1	+1
I want to leave my position within the next 12 months	<div></div>	24%	-2	0	+2	+1
I want to stay working in my position for the next one to two years	<div></div>	41%	+8↑	+3	0	0
I want to stay working in my position for at least the next three years	<div></div>	25%	-4	-3	-3	-2

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

I am planning to retire	<div></div>	3%	-1	-2	-1	-1
I am pursuing another position within my agency	<div></div>	26%	0	-15↓	0	0
I am pursuing a position in another agency	<div></div>	41%	-5↓	+14↑	+7↑	+4
I am pursuing work outside the APS	<div></div>	12%	-1	+1	-4	-2
It is the end of my non-ongoing, casual or contracted employment	<div></div>	3%	+1	0	-2	-2
Other	<div></div>	14%	+6↑	+1	+1	+1

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 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		14%	-	-	-	-
Senior leadership is of a poor quality		11%	-	-	-	-
My immediate supervisor's leadership is of a poor quality		10%	-	-	-	-
I can receive a higher salary elsewhere		10%	-	-	-	-
There are a lack of future career opportunities in my agency		8%	-	-	-	-

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 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	<div></div>	9%	0	-2	+1	0
No	<div></div>	91%	0	+2	-1	0

Did this discrimination occur in your current agency?

Yes	<div></div>	80%	-10 ↓	-12 ↓	-10 ↓	-8 ↓
No	<div></div>	20%	+10 ↑	+12 ↑	+10 ↑	+8 ↑

Basis for the discrimination that you experienced (3 highest responses):

Gender	<div></div>	56%	-	-	-	-
Age	<div></div>	35%	-	-	-	-
Caring responsibilities	<div></div>	20%	-	-	-	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# UNACCEPTABLE BEHAVIOUR



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

ONLY THE THREE 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 MEDIUM SIZED AGENCIES

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

Yes	<div></div>	9%	0	-2	0	-1
No	<div></div>	89%	+2	+4	+1	+3
Not sure	<div></div>	3%	-2	-2	-2	-2

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	45%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	40%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	19%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	32%	+1	-3	0	-3
It was reported by someone else	<div></div>	6%	-7 ↓	-2	-2	-4
I did not report the behaviour	<div></div>	62%	+6 ↑	+5 ↑	+2	+7 ↑

### KEY



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# 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 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	<div></div>	5%	0	+2	+2	+2
No	<div></div>	86%	-2	-5 ⬇	-6 ⬇	-5 ⬇
Not sure	<div></div>	6%	+3	+2	+2	+2
Would prefer not to answer	<div></div>	3%	-1	+1	+1	+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	<div></div>	76%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	<div></div>	33%	-	-	-	-
Theft or misappropriation of official assets	<div></div>	27%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	18%	-15 ⬇	-2	+3	-1
It was reported by someone else	<div></div>	30%	+18 ⬆	+14 ⬆	+16 ⬆	+13 ⬆
I did not report the behaviour	<div></div>	52%	-3	-12 ⬇	-19 ⬇	-12 ⬇
<div>KEY</div> <div> <div>⬆</div> AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR                 <div>⬇</div> AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR             </div>						

# DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	42%
Woman or female	53%
Non-binary	0%
I use a different term	0%
Prefer not to say	5%

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	6%
No	94%

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	5%
No	95%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	73%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	15%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	4%
South-East Asian	9%
North-East Asian	2%
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	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	5%
No	85%
Not sure	10%

# AGENCY POSITION



## AGENCY POSITION

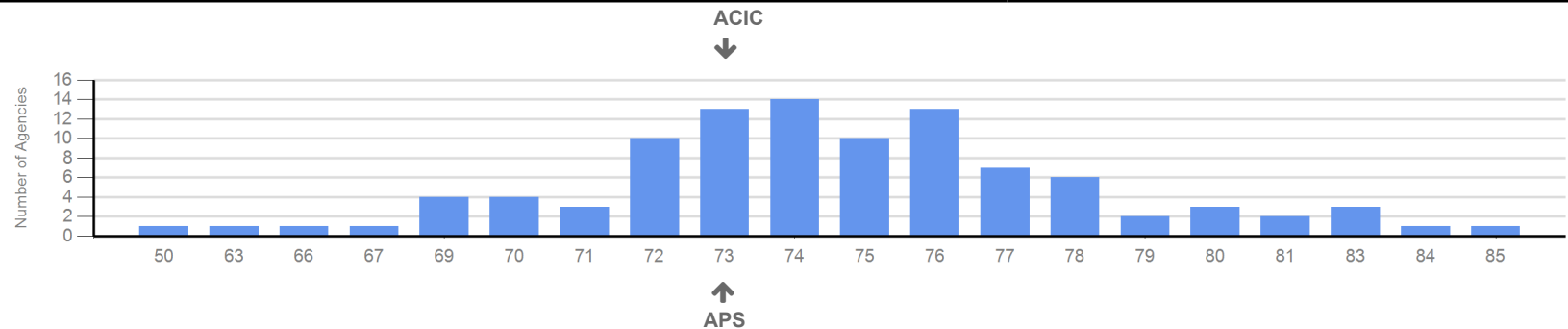
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

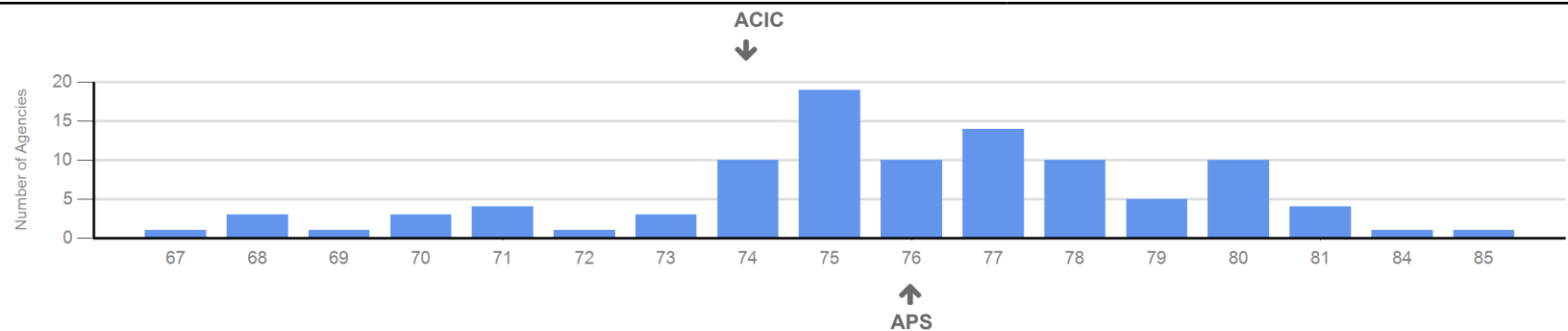
### Employee Engagement Index

Ranking : 70th of 100



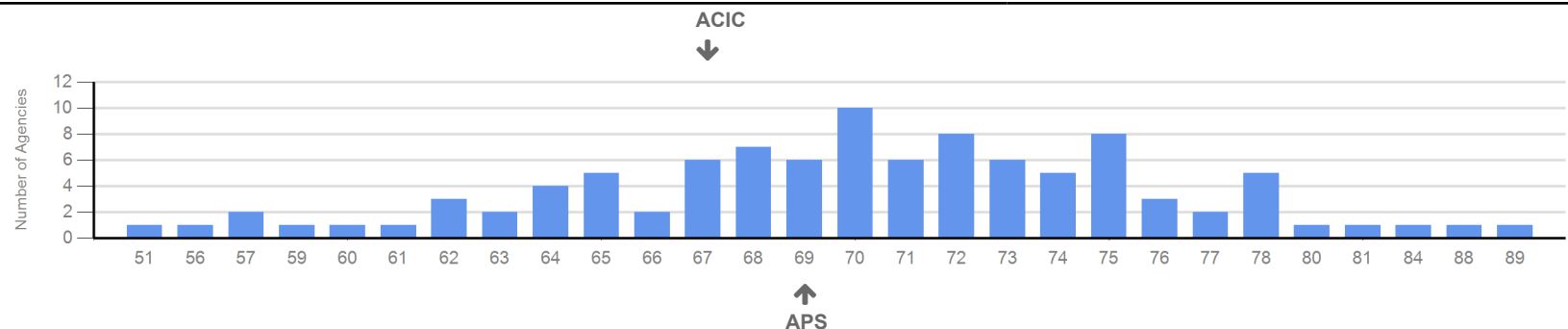
### Leadership – Immediate Supervisor Index

Ranking : 83rd of 100



### Leadership – SES Manager Index

Ranking : 77th of 100



# AGENCY POSITION



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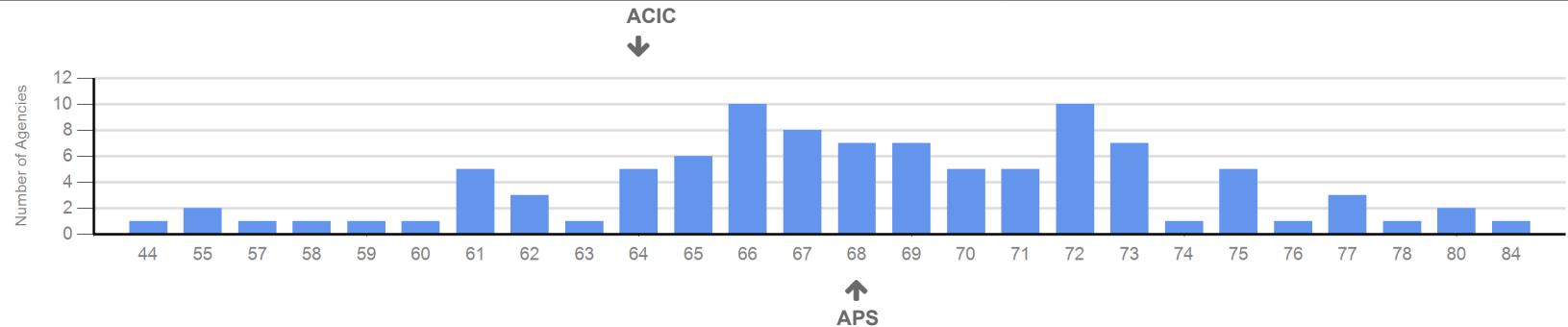
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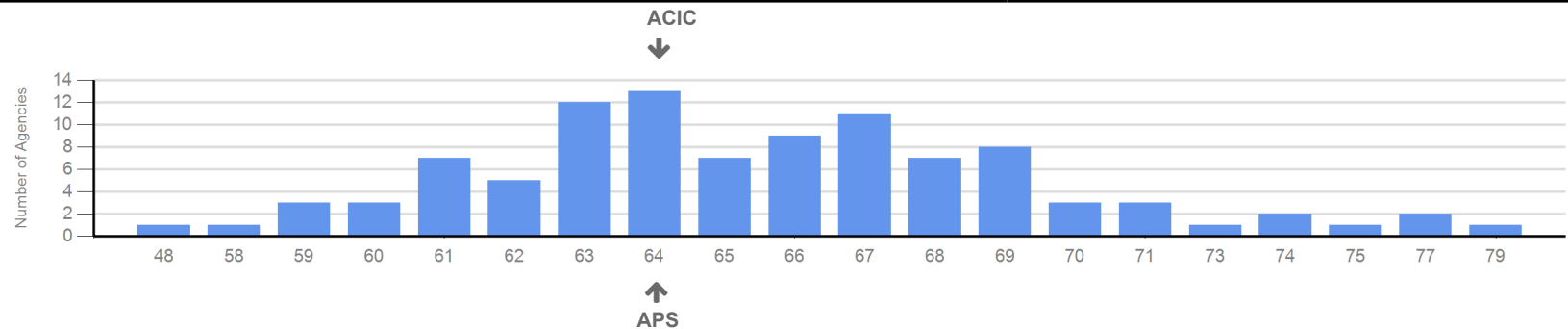
### Communication Index

Ranking : 84th of 100



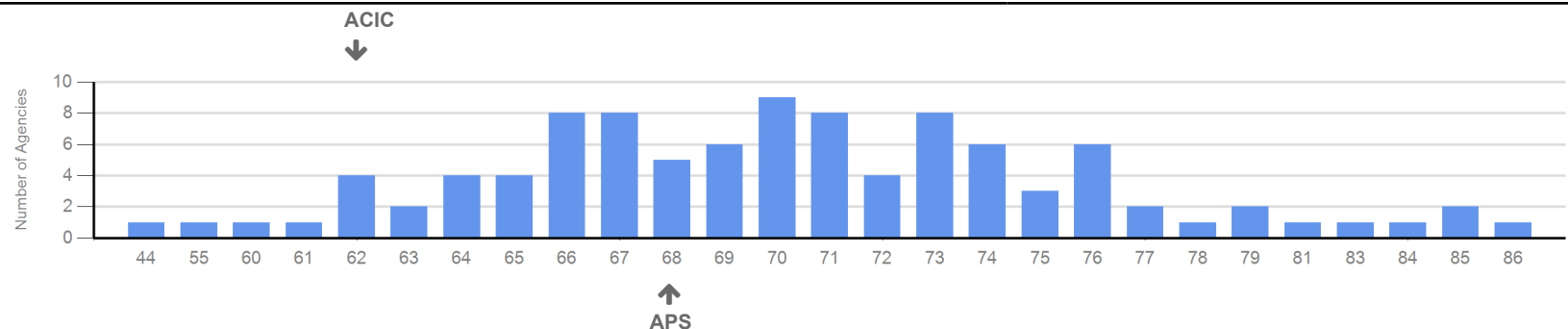
### Enabling Innovation Index

Ranking : 68th of 100



### Wellbeing Policies and Support Index

Ranking : 95th 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 MEDIUM  
SIZED  
AGENCIES

.1

My agency inspires me to come up with new or better ways of doing things

47%

0

-3

-7↓

-6↓

.2

I think my agency cares about my health and wellbeing

52%

+4

-9↓

-16↓

-13↓

.3

Change is managed well in my agency

29%

+4

-14↓

-12↓

-13↓

.4

My agency supports and actively promotes an inclusive workplace culture

69%

+2

-11↓

-12↓

-10↓

.5

Internal communication within my agency is effective

47%

+8↑

-9↓

-10↓

-10↓

.6

My SES manager creates an environment that enables us to deliver our best

60%

+4

-3

-7↓

-5↓



# ACIC SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
The CEO sets vision and direction for the future	47 34 18	47%	-10 ↓
The SES model the behaviours of collaboration, courage and accountability	42 34 24	42%	+7 ↑
The ACIC strategically manages its workforce	29 32 39	29%	+5 ↑
The ACIC provides training and development opportunities to progress my career within the agency	53 26 21	53%	+12 ↑
The ACIC takes staff feedback seriously and seeks opportunities to improve	37 36 27	37%	+7 ↑
The ACIC is committed to developing future leaders in the agency	34 41 25	34%	0
I understand the Agency vision and future direction	62 22 16	62%	-2
My immediate supervisor anticipates demand and sets clear priorities and expectations for my team/section	70 18 12	70%	-
My immediate supervisor demonstrates positive leadership to the people in my team/section	78 10 12	78%	-
I am comfortable to contribute input and in giving feedback to my supervisor to shape the delivery of our work program	83 9 8	83%	-

## 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?

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THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.



## INVESTIGATE FURTHER WITH OUR TEAMS

Are there any other opportunities coming out of the results that we want to explore further?

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HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?



## OPPORTUNITIES

Areas we need to focus on and turn into action plans:

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WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?



## USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

IDENTIFY AREAS TO CELEBRATE, OPPORTUNITIES FOR IMPROVEMENT AND AREAS WHICH YOU NEED TO INVESTIGATE FURTHER.

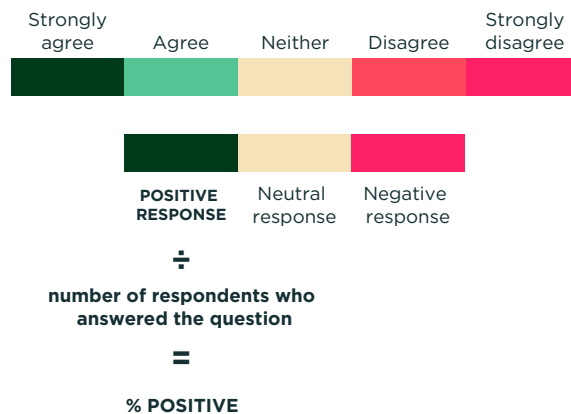
PRIORITISE 3 AREAS TO TAKE FORWARD

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

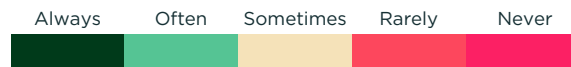
# GUIDE TO THIS REPORT

## % POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE" 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.